

REA Waiver Policy

1. Who is part of the waiver process?

- a. According to the REA/RSD Contract both REA and RSD need to agree on the waiver before it is approved.
- b. The building reps will call a meeting (format of their choosing) for ALL REA Bargaining Unit employees (members and non-members) with the sole agenda item to discuss what part of the contract they are waiving.
- c. Communication via email may also occur following the meeting (to review the points for and against the waiver that were discussed and for staff unable to attend). Further discussion with REA Unit members can be conducted by building reps as appropriate. Dissenting viewpoints can be collected anonymously and shared with REA Bargaining Unit employees before the vote is conducted.
- d. There should be clarity about the voting timelines with building administration. Dissenting viewpoints that were not shared directly with admin during staff meetings may be shared anonymously with building admin after the vote has concluded.
- e. Certificated staff (those covered by the REA CBA) have to be given an opportunity to be informed and to vote
- f. The building reps will conduct the vote.

2. Support for Waiver

- a. In order for the waiver to be passed, there must be “overwhelming support” for it in the building.
 - i. For the purposes of this policy, Overwhelming Support is defined as a supermajority; two-thirds of the voting staff must support the waiver for REA to consider it for approval.
 - ii. Any dissenting viewpoints should be included for transparency. These can be anonymously collected by reps.
- b. If the waiver passes with $\frac{2}{3}$ vote, then reps must fill out the waiver paperwork that is outlined in the contract. (Currently Appendix F), editable [Google Doc here](#) . Principal and reps must sign and then send the waiver application to the Deputy Superintendent and REA President.
- c. Once the REA office receives a copy of the waiver form, it will be submitted to the REA Executive Board. The Executive board will either recommend or not recommend the waiver to the Rep Council, with reasons for or against approval. Rep Council has the last vote of whether they approve or deny the waiver.

3. Votes

- a. The building reps will create the ballot and conduct the vote at the building level.
- b. The ballot must contain the options of yes, no, and abstain.
- c. The vote must be a secret ballot. It can be on paper or electronic.
- d. Members/REA Certs must have ample time to vote on the waiver. Building reps will make every effort to make the ballot available for all certs in the building. School email may be used to conduct the vote.
- e. Rep Council will have the final vote to approve or deny the waiver.
 - i. Once the Exec Board forwards their recommendation, there will be 2 meetings and discussion on the waiver before the final vote.
 - ii. Rep council vote will approve the waiver through a simple majority (50% +1) vote, provided there is quorum.

4. Abstentions

- a. The basic principles concerning abstentions are as follows:
 - i. Abstentions marked on ballots are counted and noted, but not as a “yes” or “no” vote.
 - ii. Non-voting members count as abstentions.
 - iii. An abstention does not affect the voting result.
 - iv. A member has a right to abstain and cannot be compelled to vote.
 - v. A member has an obligation to abstain if he or she has a direct personal interest in the matter that amounts to a legal conflict of interest.

5. Deadlines

- a. According to the most current contract language, waivers with building approval are due by the Last Friday in February.
 - i. Executive Board
 - 1. Waivers will be discussed at the next Exec board meeting following receipt of waiver, but no later than the March exec board meeting.
 - ii. Rep Council
 - 1. There will be two readings and discussion set aside for waivers.
 - 2. The Initial Reading will happen prior to Rep Council in April.
 - 3. The Final Reading and Vote will happen in April, or May at the latest.

6. Duration

- a. Waivers will last one school year, regardless of the length of the current contract.

7. Paperwork

- a. Waiver Requests must be completed and one copy must be submitted to the Deputy Superintendent of Schools (or district contact) and one copy must be sent to the REA Office no later than the last Friday of February for approval.
- b. The waivers may be sent electronically or physically, but must have all completed items, including signatures and vote tallies.

8. RIZ Waiver

- a. Renton Innovation Zone (RIZ) Waiver Requests, to leave or join RIZ, must be completed and one copy submitted to the Deputy of Schools (or district contact) and one copy to the REA Office no later than the last Friday of February for approval.

Other Votes at the Building Level

9. Secondary Advisory

- a. Middle School Advisory
 - i. Does not require a waiver. See current contract for specific details. (6.11.2)
 - ii. Middle schools will have a minimum of 60 minutes a month for Advisory. Annually, certificated staff may vote at 80% or more to change the amount of time allotted, with no waiver, as long as Advisory does not exceed 100 minutes a week.
- b. High School Advisory
 - i. Does not require a waiver. See current contract for specific details. (6.11.1)
 - ii. High schools will have an average of 90 minutes a month for Advisory. Annually, certificated staff may vote at 80% or more to change the amount of time allotted, with no waiver, as long as Advisory minutes do not impact the minimum number of State required minutes to award credit for all other courses.
- c. Voting for All Secondary Advisory Changes
 - i. The building reps may, but are not required, to inform building admin of the proposed changes to advisory time to provide adequate opportunity to discuss the matter with the entire certificated staff at a regularly scheduled staff meeting. This shall not delay the voting timeline set by building reps.

- ii. Reps will conduct the vote if staff would like to have more or less advisory time.
 - iii. The building reps will create the ballot and conduct the vote at the building level.
 - iv. The ballot must contain the options of yes, no, and abstain.
 - v. The vote must be a secret ballot. It can be on paper or electronic.
 - vi. Members/REA Certs must have ample time to vote on changing the advisory time. Building reps will make every effort to make the ballot available for all certs in the building.
 - vii. In order for the waiver to pass, there must be 80% of certs who vote in favor of changing the advisory time.
 - viii. Once the vote passes, the building reps will inform their building administration, REA President, HR Deputy Superintendent and Chief of secondary schools of the outcome.
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The Waiver POLICY was ADOPTED January 9, 2023 by REA Representative Council

Future amendments will be noted below:

Date Amendment was Adopted:	Section:	Notes: