

**Memorandum of Understanding  
Between  
The Renton Professional Technical Association and  
Renton Technical College**

This Memorandum of Understanding is intended to signify the agreement between the Renton Professional Technical Association and Renton Technical College to incorporate changes in Article 3 and 11 of the collective bargaining agreement between the Renton Professional Technical Association and Renton Technical College to reflect stipends as pay enhancements (adding to the salary base) as opposed to individual stipends, ensuring compliance with wage and hour rules.

**3.1 Compensation for Degree**

Employees who have earned a degree from an accredited college or university and has submitted a transcript to Human Resources upon hire or by July 1, will receive an annual pay enhancement (prorated upon hire or move to a Prof Tech represented position), based on the degree enhancement procedure. A pay enhancement of one hundred fifty dollars (\$150) will be paid annually if the employee's highest degree is an associate degree. A pay enhancement of two hundred fifty dollars (\$250) will be paid annually if the employee's highest degree is a bachelor's degree. A pay enhancement of three hundred fifty dollars (\$350) will be paid annually if the employee's highest degree is a master's degree.

**11.5 Longevity**

Employees who have achieved ten (10) or more years of seniority within the union on July 1 will receive an annual pay enhancement of six hundred dollars (\$600) added to their salary for the following year. Unless the move is temporary or project based, if there is a break in service, the 10-year mark will be adjusted based on the time away from the union. If an employee leaves their union for another union, their years of service will stop under the original union and start over with the new union. If they return to the original union, they will resume where they left off.

**11.6 Multilanguage Stipend Pay**

Employee(s) who are effectively bi- or multi-lingual and are approved by management to use their skills in a language other than English in addition to the performance of their work duties will be paid an annual pay enhancement of \$1000 (prorated based on hire date or move to a Prof Tech represented position) and in compliance with the pay enhancement procedure. Such employee(s) may be required to demonstrate their bi- or multi-lingual ability but are not required to be certified by the State of Washington as a translator/interpreter.



This change takes effect July 1, 2025, and this memorandum of understanding will be sunset with changes incorporated into the next primary agreement.

Signed on this day, June 30, 2025,

Linda Bui

Linda Bui (Jun 30, 2025 09:20 PDT)

Linda Bui, President  
The Renton Professional Technical Association

A handwritten signature in black ink, appearing to read "Yoshiko Harden", with a stylized flourish at the end.

Yoshiko Harden, President  
Renton Technical College