



MEMORANDUM OF UNDERSTANDING

BETWEEN RENTON TECHNICAL COLLEGE AND RENTON FEDERATION OF TEACHERS

Renton Technical College (“College”) and the Renton Federation of Teachers (“Union”) agree to comply with the legislation as outlined in HB 2158 High Demand/High Wage provision, and both parties considered those industries identified as such using the Employment Security Department for King County designation of high demand. Both parties agree that the wage gap is determined by the difference between industry wages as designated at the 75th percentile by SIC and SOC codes and the annualized faculty contract wages.

The College and the Union agree that implementation should be focused on identified high demand industry professionals instructing in the following areas, and further separated into a two-tier wage gap priority as identified in Attachment 1.

Tier 1:	Tier 2:
<ul style="list-style-type: none"> • BAS – Application Development • BAS – Network Architecture • Computer Network Technology • Computer Science 	<ul style="list-style-type: none"> • Mechatronics • Welding • Commercial Building Engineer

Both parties also agree to fund an additional Tier 1 and Tier 2 faculty for 2020-2021.

Any remaining monies from the HB 2158 High Demand/High Wage provision will be distributed as a stipend on July 10, 2021 to all affected (full time and adjunct) faculty included in this MOU by proportionally dividing the remaining funds based on credits taught by faculty included in this bargaining.

RFT has the right to request and receive the accounting records of all HB 2158 High Demand/High Wage provision dollars paid to each faculty member.

In the event the Legislature or SBCTC changes the funding level for high demand dollars, the salary increases will be reduced proportional to the reduction, or paid back to the College by individual recipients should the reduction be more than the unpaid amount. Under no circumstances will local funds be used to supplement any portion of the high demand salary adjustments, including benefits coverage.

The College and RFT agree that the full amount of the high demand allocation should to the fullest extent possible be distributed as salary through the last payroll date for the current fiscal year (July 10). This agreement, retroactive from July (Summer Quarter) 2020, is through June 30, 2021 and will be revisited separate from full scope bargaining, pending ongoing, dedicated high demand funding as allocated by the Legislature, and the interests of the faculty and College.

Sheila May-Farley
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President, Renton Federation of Teachers

Kirby Unti
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RTC Board Chair

ATTACHMENT 1 - 2020-2021 SALARY SCHEDULE

FULL TIME FACULTY

STEP	YEARS	SALARY SCHEDULE 2020-2021	NURSING 2020-2021	HD TIER 1 2020-2021*	HD TIER 2 2020-2021*
1	0-3	74,732	93,720	104,712	79,732
2	4-10	79,261	99,400	111,059	84,562
3	11-18	83,791	105,080	117,407	89,392
4	19+	88,319	110,760	123,752	94,225
DEGREE STIPEND	MASTER'S	834	834	834	834
	DOCTORATE	1,668	1,668	1,668	1,668

ADJUNCT FACULTY

STEP		PER CREDIT 2020-2021	NURSING PER CREDIT 2020-2021	HD TIER 1 PER CREDIT 2020-2021	HD TIER 2 PER CREDIT 2020-2021
1		845	1,058	1,318	921
2		930	1,164	1,451	1,014

TIER 1 PROGRAMS

BAS - Application Development
 BAS - Network Architecture
 Computer Network Technology
 Computer Science

TIER 2 PROGRAMS

Commercial Building/Industrial/Stationary Engineer
 Mechatronics
 Welding