

MEMORANDUM OF UNDERSTANDING
by and between
Renton School District
and
Renton Education Association
Regarding the 2019-2020 Collective Bargaining Agreement.

The Parties have discussed issues surrounding the interpretation of Article XIII, Professional Compensation, Sec. 13.4, in the 2019-2022 Collective Bargaining Agreement, and have reached agreement as follows:

1. The REA Salary Schedules for school year 2019-2020, 2020-2021, and 2021-2022 that state “Longevity compensation after 16 years of experience; paid as a lump sum in November” is interpreted to state that certificated staff shall be eligible for the longevity stipend after completing 16 years of experience.
2. For the Salary Schedules referenced above, Step 15 represents 15 years of completed years of experience. After completing the 16th year of experience, employees are eligible for the longevity stipends in November of the following school year.
3. The Parties agree to amend Sec. 13.4 of the 2019-2022 Agreement as follows:

The District shall fund a longevity stipend for employees who have completed their 16th year of experience (excluding retire/rehire) who are otherwise not eligible for column movement or increment movement. Determination of experience shall be the same as indicated in 13.1.

The longevity stipends shall be paid in the November pay warrant, starting with the school year after completing the 16th year of experience:

- A. 16 -20 years of completed experience = 1.5%
- B. 21-25 years of completed experience = 2%
- C. 26+ years of completed experience = 2.5%

For the Association

/s/ Mary Jo McLaughlin
Mary Jo McLaughlin, REA President

/s/ January 13, 2021
Date

For the District

/s/ Damien Pattenaude
Damien Pattenaude, RSD Superintendent

/s/ January 13, 2021
Date