



MEMORANDUM OF UNDERSTANDING
BETWEEN RENTON TECHNICAL COLLEGE AND
THE 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 SBCTC skills gap and the salary information from the Employment Security Department for King County to designate high demand. Both parties agree that the tiers were determined by the wage as designated at the 75th percentile by CIP 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 three-tier stipend as identified below.

Tier 1: Full time annual stipend – \$17,500 Adjunct per credit stipend - \$78.00	Tier 2: Full time annual stipend - \$8,750 Adjunct per credit stipend - \$39.00	Tier 3: Full time annual stipend - \$4,375 Adjunct per credit stipend - \$19.00
<ul style="list-style-type: none"> • BAS – Application Development • BAS – Network Architecture • Cloud Network Technology • Computer Science • Cybersecurity Analyst 	<ul style="list-style-type: none"> • Mechatronics • Welding • Commercial Building Engineer • Contemporary Business Admin • Engineering Design Tech • Surveying • Machining Technologies 	<ul style="list-style-type: none"> • Autobody Repair • Surgical Technologist • Automotive Tech • Anesthesia Technologist • Construction Management • Natural Sciences • Math

Stipends for full time faculty will be based on the full year and paid on July 10, 2025. Adjunct stipends will be paid at the end of Fall, Winter and Spring quarters, up to a max of minimum load (see Article 6.Section 10). Any remaining monies from the HB 2158 High Demand/High Wage provision will be distributed as a stipend on July 10, 2025, 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 stipends 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 stipends, including benefits coverage. It is further noted that the stipends and benefits of faculty funded through grant or other temporary funding sources should be funded through those dollars as opposed to special high demand monies. If there is an error in accounting or coding, the college administration will promptly correct the error.

The College and RFT agree that the full amount of the high demand allocation should to the fullest extent possible be distributed as stipends through the last payroll date for the current fiscal year (July 10). This agreement, which supersedes the previous Memorandum of Understanding from May 18, 2023, is effective

July 1, 2024, through June 30, 2025 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.



Donna Maher, Date
President, Renton Federation of Teachers



Frieda Takamura, Date
RTC Board Chair