

I. SPECIAL BOARD MEETING

1. Call to Order

Chair Tim Cooper called the meeting to order at 10:12 A.M. and noted a quorum.

2. Public Comments

There were no public comments

3. President's Furlough

Chair Cooper welcomed the group and opened the floor to questions. Vice Chair Bob Zappone noted that the amendment to the President's contract looks straightforward. President Yoshiko Harden stated that furloughs of five days for exempt employees making over \$110,000 and furloughs of 10 days for Executive Cabinet have been mandated. Employees must complete furloughs by the end of fiscal year 2026 and it's up to employee discretion to complete furloughs. There are strict guidelines on employees not working during furlough days. The estimate on savings to the college is \$142,000. Employees are technically able to apply to unemployment during furlough days. The communication about college impacts was sent to the entire college community on June 30. Trustee Frieda Takamura asked if this is the final budget action. President Harden stated that depending on federal funding, positions that are federally funded may be cut.

After considering the recommendation presented to the Board, Trustee Debra Entenman stated that the Board appreciates the current budget situation of the college and respects the direction of President Harden and her Executive Cabinet to institute furloughs on themselves and other specific positions on campus. She expressed support for President Harden's participation in the Executive Cabinet-determined furlough schedule of 10 unpaid days to be taken between now and June 30, 2026, at her discretion to help alleviate budget constraints. This motion amends President Harden's contract entered into September 18, 2024 and ending on June 30, 2027 to include a clause reflecting the ten unpaid furlough days. Vice Chair Zappone seconded the motion.

Chair Cooper asked if the motion will need to be removed in future contracts. Assistant Attorney General Michael Hemker responded that the dates on the addendum won't need to be amended.

All approved and the motion carried.

Chair Cooper commented that he knows it's not easy to take on this matter and he appreciates the leadership of President Harden and Executive Cabinet. He

expressed gratitude to the team and their leadership. President Harden commented that it's been a long academic year. The campus has been through a lot of actual and anticipatory stress. President Harden committed to clear communication with regular updates. The original timeline for budget was early June, but it was moved out for various reasons. Responses to the campus communication included surprise, relief in finally knowing, shock. Trustee Takamura asked about attrition. Vice President Lesley Hogan stated that attrition has been less than usual because of the state of colleges in the system.

4. Meetings

A. Special and Regular Board Meeting – September 17, 2025

The next regular Board meeting is scheduled for September 17, 2025, at 3:00 P.M.

5. Adjournment

There being no further business, Vice Chair Zappone motioned to adjourn the Board of Trustees meeting at 10:32 A.M. Trustee Takamura seconded, and the motion carried.

TIM COOPER, Board Chair
Board of Trustees



YOSHIKO HARDEN, President
Renton Technical College

