

Renton Technical College
Board of Trustees Meeting
February 18, 2026

AGENDA ITEM: 1. CALL TO ORDER

SUBJECT:

BACKGROUND:

Board Vice Chair Zappone will carry out the Notation of Quorum and call the meeting to order.

BOARD CONSIDERATION
X Information
Action

RECOMMENDATION:

None.

Renton Technical College
Board of Trustees Meeting
February 18, 2026

AGENDA ITEM: 2. ADOPTION OF MINUTES

SUBJECT:

BOARD CONSIDERATION
Information
X Action

BACKGROUND:

The following meeting minutes are attached for approval by the Board of Trustees.

- A. January 21, 2026 – Special and Regular Meetings

RECOMMENDATION:

Approval as presented.

I. SPECIAL MEETING

1. Call to Order

Board Chair Tim Cooper called the meeting to order at 1:32pm and noted a quorum

2. Public Comments

There were no public comments

3. Welding Program Tour

4. Quarterly Review of President/Board Goals

5. Meetings

A. Regular Board Meeting – January 21, 2026

B. Dr. Harden recommended postponing the discussion of the President and Board goals to the February meeting. Vice Chair Zappone motioned, Trustee Norouzi seconded, motion carried.

6. Adjournment

There being no further business, Vice Chair Zappone motioned to adjourn the Board of Trustees Special meeting at 2:33pm. Trustee Norouzi seconded, and the motion carried.

II. REGULAR BOARD MEETING

1. Call to Order

A. Board Chair Tim Cooper called the meeting to order at 3:02 P.M. and noted a quorum.

2. Adoption of Minutes

A. December 8, 2025 – Special Meeting: Trustee Norouzi motioned to approve the minutes for the Special Meeting, Vice Chair Bob Zappone seconded, and the motion carried

B. December 17, 2025 – Special and Regular Meeting: Trustee Norouzi motioned to approve the minutes for the Special and Regular Meeting, Vice Chair Bob Zappone seconded, and the motion carried

3. Communications

A. General Information/Introductions

VP of HR, Lesley Hogan introduced Yunhee Cho as the new HR Assistant and announced that Soha will soon be retiring. She also welcomed Oscar Gelo, who has joined the team as the HR Generalist and Benefits Manager in training. With these additions, Lesley shared that the HR department is now fully staffed.

B. Correspondence

There was no correspondence

C. Public Comments from the Audience

Marty Cooksey, on behalf of RFT, presented a request for the Board to adopt a standard operating procedure that would automatically freeze hiring and travel during periods of financial emergency. The rationale emphasized the importance of demonstrating fiscal restraint to the community, ensuring consistency and transparency in decision-making, and establishing clear controls that eliminate ambiguity during challenging budget conditions. It was noted that if such measures had been implemented at the outset of the current financial situation, the college could have avoided approximately a quarter million dollars in expenditures. The request specifically included placing a hold on all travel during financial emergencies, with the reminder that previous travel activity represented an area where significant savings might have been realized.

D. Student Leadership

The Student Life team shared several updates on recent and upcoming engagement activities. Students were welcomed back to campus in January with hot cocoa, followed by a campus-wide scavenger hunt that helped reintroduce them to key resources and services. February programming includes a series of Black History Month events, as well as a Lunar New Year celebration featuring lion dancers and community activities. The team is also preparing students for upcoming Student Advocacy Days, where participants will learn about legislative processes and practice speaking with legislators. Their current legislative priorities include expanding housing support, advancing eligibility for financial aid, and one additional priority still being finalized. In addition, discussions are underway regarding how best to support students observing Ramadan. Upcoming events include a Black History Month spoken word and poetry performance with food on February 5, a Lunar New Year lion dance and community celebration on February 17, and a Family Feud-style activity on February 7.

E. Renton Federation of Teachers

RFT President Huma Mohibullah emphasized that ending the financial emergency and addressing questionable purchasing practices must remain a top priority. She reiterated that the RFT has invited the Trustees to meet privately to review the union's financial analysis, noting that the invitation remains open as an effort to avoid unnecessary public spectacle and instead engage in a more constructive setting. Faculty expressed concern that the college is now entering a second year under a financial emergency designation, despite data that, in their view, does not justify such a status. RFT's analysis identified a surplus at the outset of the declaration, and members argued that an emergency should be reserved for extraordinary circumstances that threaten the institution's survival. They noted that other colleges' collective bargaining agreements outline specific criteria for declaring an emergency, and that RTC's reserves exceeded Board policy thresholds, signaling more flexibility than an emergency designation would suggest. RFT representatives also stressed that existing policies within bargaining agreements should be utilized rather than circumvented. They highlighted months of reporting that instruction—described as the statutory core of the institution—has been overlooked, despite assurances that programs were being “pruned” rather than dismantled. Faculty voiced concern that the current approach does not reflect democratic values and instead consolidates decision-making power. They questioned whether the challenges facing the college are being addressed in a manner that protects its core mission.

F. Written Communication Reports

Trustee Norouzi expressed her appreciation for the written reports provided to the Board. Chair Cooper followed by commending the Marketing team for their strong outreach efforts to prospective students. Also noted that planning is underway for a Student Success event scheduled for March.

4. Discussion/Reports

A. President's Report

President Harden began by recognizing the anniversary of Dr. Martin Luther King Jr. and the college's fourth annual MLK Week, expressing appreciation to the committee members and to all students, faculty, and staff who contribute to the campus community each day. She also addressed concerns raised the previous day regarding reported ICE sightings near SPS. After contacting the Mayor of Renton and receiving updates from the Renton Police Department, she confirmed that there

have been no reports of ICE activity in the area, though RPD continues to monitor social media. RPD has also reached out to ICE regarding any planned visits but has not received a response. Campus Security has reissued guidance on how to contact security and clarified the distinctions between private and public spaces on campus. The President noted ongoing collaboration with Executive Director Martinez to organize Know Your Rights workshops.

Dr. Harden offered a commendation to the New Student Orientation planning group, noting that this year's cohort was one of the largest since her arrival at RTC. She also shared, with the support of Executive Directors Carrie Shaw and Wade Parrott, that the first meeting of the President's Advisory Committee was held, with participation from school districts and nonprofit partners and additional members expected to join. In recent weeks, she has met with several organizations to explore potential partnerships, including a visit to the Kent Valley to discuss K-12 collaboration and a meeting with Boeing regarding training opportunities as the company prepares for increased hiring. She highlighted recent media coverage of the Renton Promise program in the Renton Reporter and the Seattle Times. President Harden provided updates on governance and staffing, noting that interviews for a new trustee have taken place and results are pending. The search for the Executive Assistant to the President and Secretary to the Board is progressing, with reference checks underway and hopes of identifying a finalist by next week. She also shared enrollment updates, reporting a 12% overall increase, with professional-technical programs up 6% and continued growth across the system.

Construction and facilities updates included progress on Building C classrooms, which are expected to be completed by the end of the month, and ongoing permitting work with the City of Renton for Building L. The campus sign at the front entrance is scheduled for removal tomorrow, with coordination underway between the college, the insurance company, and the city.

As the legislative session continues, President Harden, along with Trustee Vice Chair Bob Zappone, Instructor Rick Geist, VP of Administration and Finance Jacob Jackson, and a student representative, will travel to Olympia on Monday for four scheduled meetings. Key topics include advocating against a COLA fund split, supporting increased utility funding, and communicating the local impacts of potential budget reductions. A second visit is planned for February 23. Dr. Harden noted that the Governor's proposed budget would result in an estimated \$100,000 impact to RTC. In response to financial pressures, the college has halted out-of-state travel and is limiting in-state travel to essential commission activities. She reaffirmed that no additional staffing cuts are planned and acknowledged that 31 employees have already experienced reduced pay through furloughs. A financial update will be provided at the All-College Meeting on February 5.

B. Financial/Budget Status

VP of Admin & Finance, Jacob Jackson provided a mid-year budget update, noting that state allocations for FY26 came in lower than originally projected. While tuition revenue was budgeted at just over \$7.1 million, fee waiver collections continue to trend below tuition collections, as expected. Running Start enrollment is performing better than projected, and Innovation/Scott Center revenues are anticipated to exceed the original budget by approximately \$600,000. Other grant revenues are not reflected in the current projections aside from Running Start and High School Completion. Based on revised revenue estimates, the college has collected roughly 52 percent of projected revenue to date, including 82 percent of tuition and 79 percent of fees.

On the expenditure side, the college is projected to end the year approximately \$900,000 above the original budget. Travel spending is expected to decrease significantly in the second half of the year, helping offset some of the overages. VP Jackson reviewed the Board's reserve policy (EL-4), explaining that the Innovation Fund represents roughly two weeks of operating expenditures. The college currently holds \$4.8 million in cash, \$15 million in investments, and just under \$16 million in Board reserves. He emphasized the distinction between the college's operating surplus and Board reserves, noting that the Board has set an expectation to continue building the college surplus. This includes moving \$500,000 from Debt Service into the college surplus this year to provide a stronger cushion for unforeseen expenses.

Looking ahead, VP Jackson projected a budget deficit for next year, driven largely by anticipated reductions in state allocations. The Governor's proposed budget includes an estimated \$300,000 reduction for RTC, which, while modest compared to impacts on four-year institutions, still requires careful planning. He reiterated the college's goal of avoiding any additional staffing cuts, aligning with the President's earlier remarks. In response to trustee questions, he clarified that the \$500,000 surplus transfer is included in current planning assumptions. He also noted that many colleges across the system are facing significant financial strain due to insufficient reserves, and that maintaining healthy Board reserves remains essential for RTC's long-term stability. Board reserve dollars are held in the Local Government Investment Pool, and the college's current bonds yield just over 3 percent, with a few additional bond purchases made in recent months.

5. Board of Trustees

A. Foundation Liaison Report

The position remains vacant at this time

Chair Cooper shared an update on the upcoming Mardi Gras-themed gala, noting that tables are still available and that proceeds will support the Bridge Grant. Additional event information is available on the Foundation's website. The gala is scheduled for March 7, and momentum continues to build. E.D. Carrie Shaw commended Dr. Yoshiko for successfully filling multiple Board tables, and Tim was recognized for his partnership work with Kaiser. Plans include a silent auction, and the event will center around a New Orleans theme.

B. Legislative Action Liaison Report

Vice Chair Bob Zappone provided an update on legislative activities, noting that the schedule for Legislative Days is particularly aggressive this year. He emphasized that the outlook from the state remains concerning, with budget forecasts continuing to signal significant challenges ahead. In alignment with earlier comments shared by Dr. Harden, he reiterated that the budget situation is far from resolved and that the broader system is facing troubling financial indicators. Vice Chair Zappone noted that all technical and community colleges are being strongly encouraged to meet with legislators to advocate for support and to help mitigate the impacts of the anticipated shortfall.

C. Community Advisory Committee Liaison Report

Trustee Jessica Norouzi expressed her appreciation to E.D.'s Shaw & Parrott for their work supporting the committee's launch and noted the strong attendance at the first meeting. She highlighted the diversity of participants and the broad range of organizations represented, including the opportunity to hear directly from community partners and the mayor about the challenges they are facing. Workforce needs emerged as a central theme, and Trustee Norouzi emphasized the important role RTC can play in helping address regional workforce gaps. She shared that the committee intends to bring on a new member each year to support ongoing relationship-building and continuity. Trustee Norouzi also noted her appreciation for the extensive outreach and preparation efforts undertaken by faculty, staff, and deans to support students from the start of their programs through completion. She expressed enthusiasm about continuing to serve on the committee.

6. Meetings

A. Regular Board Meeting – February 18, 2026

Chair Cooper also extended his thanks to the Welding team for providing a tour of their program, noting the impressive growth the program has experienced over the past several years.

Trustee Norouzi shared that she especially appreciated hearing about RTC's partnerships with local high schools and the grant-supported opportunities that help students grow and transition successfully into college pathways. She noted that these collaborations highlight the significant time and dedication faculty and deans invest in supporting students. Trustee Norouzi added that she values the extensive outreach and preparation work carried out by faculty, staff, and deans to guide students from the beginning of their programs through completion, emphasizing how deeply this commitment reflects the college's mission.

7. Adjournment

Trustee Norouzi motioned to adjourn; Trustee Zappone seconded the motion.

The Board voted unanimously in favor, and the meeting was adjourned at 4:11 P.M.

Renton Technical College
Board of Trustees Meeting
February 18, 2026

AGENDA ITEM: 3. COMMUNICATIONS

SUBJECT:

BACKGROUND:

- A. General Information/Introductions
- B. Correspondence
- C. Public Comments from the Audience
- D. Associated Student Government
- E. Renton Federation of Teachers
- F. Written (and video) Communication Reports

BOARD CONSIDERATION

X Information

Action

RECOMMENDATION:

None.



RENTON
TECHNICAL
COLLEGE®

Administration and Finance Report
Renton Technical College Board of Trustees
February 18, 2026

Financial Report

For month ending January, we are about 58 percent through the year. Revenue collection is about 66 percent. Tuition and fees are up about \$1.2M from January 2025. Scholarship and Student Loan Received is up \$1.2M from last year. We have drawn down \$20.4M this year compared to \$21.2M in state allocation last year.

Expenses are about 56 percent. Expenses are about \$26.9M through January compared to this time last year of \$27.2M last year. Salary and benefits are about \$22.1M, which is about \$500K less than this time last year.

Our ending cash and investment balances are about \$20.8M.

Business Office

- General Ledger Accountant – Interviews have been conducted

Food Services & Rentals

January Financial Summary

	2026 Revenue
Bakery	6,987
Culinary Room	-
Food Service	3,173
Catering	29,631.89

Profit Report

There was a decrease in catering in January. The decrease in catering revenue is primarily due to reduced room rental availability; however, Community in Schools will remit their full payment in February. Which will be 28,886.04

Facilities & Grounds

- **Maintenance**
 - Completing C201 renovation work
 - Creating an inventory of assigned vehicles
 - Replacing ceiling tiles in building I #214
- **Custodial**
 - 1 vacant position
 - Worked with staff to create a list of assigned areas of responsibility along with a chart with assigned routes.
- **Grounds**
 - Diagnosing communication issue with irrigation system
 - Cleared out all irrigation lines in preparation for winterization

Capital

Minor Capital projects for Current Biennium (2023-2025):

- **2025-555 - Building L Conversion**
 - Construction permit has been issued.
- **2024-551 - Transformer Replacement project**
 - Waiting for new transformers to be delivered.
- **2025-551 - Bookstore Conversion**
 - Bid advertisement is scheduled for 02/11, with a bid open date of 03/11
- **Monument Sign**
 - Signs Plus is working with the city of Renton to determine permit requirements
- **Building B Inclined Platform Lift**
 - Passed inspection and is now operational
- **Building J Boiler**
 - DES approved our emergency declaration
 - Waiting to schedule installation of new boiler



RENTON
TECHNICAL
COLLEGE®

College Technology Services
Renton Technical College Board of Trustees
February 18, 2026

College Technology Services

Winter Quarter

CTS team members are partnering, and in some cases leading, multiple projects for this busy Winter term. ADA Title II digital accessibility, SharePoint Relaunch, Google Workspace for EDU as well as the RTC student ID card system. CTS is also working on a new IT site to report suspicious activity (cyber threats, phishing emails, etc.) and hope to have that published by the end of month.

Technology News & Updates

The shared governance Technology Council Action Team have kicked off the SharePoint Relaunch project.

This initiative is one of eight recommendations that came out of campus climate listening sessions held over the past two years. Creating a shared internal space for communication and documents supports a more equitable and inclusive campus by reducing information silos, improving transparency, and helping ensure employees have consistent access to information related to their roles and the broader college community.

Technology Improvements

CTS completed network upgrades to the satellite locations (Burnett, Annex) which improved security, as well as created a 50% cost savings for internet service at both locations.

Upcoming

C109 technology set up

SharePoint Relaunch – Based on Campus Climate Listening Sessions

Accessible Audio and Video (A/V) upgrades in the cafeteria multi-use space

IT threat reporting sites (SharePoint and RTC website)

Account security and password protection resource deployment

**Communications and Marketing Report
Renton Technical College Board of Trustees
Feb. 18, 2026**

ENROLLMENT MARKETING

Marketing and email campaigns for Winter Quarter registration again outperformed industry standards, resulting in at least 116 verified Winter Quarter enrollments across programs. Spring Quarter campaigns target enrollments in Cybersecurity and Cloud Networking and the college's one-quarter certificate programs. The latter has shown high engagement and inquiry form submissions in just the first few days since it launched.

COMMUNICATIONS and PROJECTS

Campus Survey

As part of its goal to provide resources to our internal community, the Communications & Marketing department launched an enhanced [SharePoint](#) site in May 2025. We recently conducted a survey to gauge the campus community's familiarity of the site and the college community's awareness of our services.

We received 47 responses, nearly equally split between Faculty, Staff, and Admin/Exempt. Respondents found the site usable and valuable, but awareness and adoption of use do not meet the department's goal.

Key Takeaways

- The C&M team is highly trusted and appreciated, creating a strong foundation for improved engagement.
- There is high visibility of Communications and Marketing work.
- Most respondents did not attend the two previous presentations demonstrating the SharePoint resources.
- Improvements can be made to strengthen collaboration with faculty members
- Email is the preferred method of communication for learning about new resources.

What's Next

Our follow-up action plan includes additional targeted communication to educate our campus partners on how SharePoint resources can support institutional efficiency,

Communications and Marketing Report Renton Technical College Board of Trustees Feb. 18, 2026

consistency, and program-level marketing success, and demonstrate how we receive and track projects.

Project recap

So far this academic year, the C&M Department staff have completed more than 260 projects, ranging from print materials and marketing to photography and social media. This does not include the hundreds of website updates made during that period.

NEWS and Web

New content included:

Student builds confidence at RTC

Social Media Highlights

Reporting period: 1/1/2025-12/31/2025 (Comparison period: 1/1/2024-12/31/2024)

Platforms: IG, FB, and LinkedIn

Organic social media drove stronger engagement and better-quality interest, while paid ads (run by a third party) delivered most of the raw reach. Together, those actions led to more people clicking through to our pages and to more meaningful interactions with prospective students and partners.

Highlights:

- All platforms (2024 → 2025): overall engagements rose +32% (organic + paid)
- Video views (all platforms): increased 137% YOY: our video work gained major traction.
- Net audience growth (people following our channels) grew 16%
- Most popular posts: Culinary events, event celebrations (such as nurse pinning, Commencement), Renton Promise/Boeing.

Diversity, Equity, and Inclusion Report
Renton Technical College Board of Trustees
February 18, 2026

Diversity, Equity & Inclusion Council (DEIC)

General meetings are held on the 2nd Monday of each month in FLEX format on Zoom and C-111 from 2:30-4pm. All DEIC committees host an additional one-hour meeting per month, for a committee commitment of 2.5 hours per month. January's meeting will focus on the DEIC priorities.

2025-2026 DEIC Winter & Spring Meeting Schedule

- Monday, March 9, 2026
- Monday, April 13, 2026
- Monday, May 4, 2026

Below are updates from the Campus Climate & Data Equity Committee and the Professional Development & Training Committee:

Campus Climate & Data Equity

As required by [RCW 28B.10.147](#), Renton Technical College conducts regular campus climate assessments and listening sessions for students, faculty, and staff to inform institutional decision-making and equity efforts. For more information on RTC campus climate assessments, visit the [Campus Climate Assessment](#) website

The Campus Climate & Data Equity Committee has advanced **8 institutional recommendations**, with notable progress including:

- Several physical spaces have been upgraded with new technology and improvements to enhance safety.
- A taskforce have been convened to review and prioritize policy
- Crucial Conversations training is restarting
- SharePoint (employee intranet) relaunch
- Leadership development trainings are planned
- Adjunct faculty onboarding and training sessions are in place

The upcoming Campus Climate Survey is scheduled for Spring Quarter. The survey will be open to both employees and students. Results will inform continuous improvement efforts and next phases of implementation

Professional Development & Training Committee

During the 2025–26 academic year, RTC continues its commitment to comprehensive professional development by offering institution-wide Faculty and Staff Professional Development Days. As part of this effort, the Diversity, Equity, and Inclusion Council's Professional Development & Training Committee will host the 2nd Annual Equity Symposium on Wednesday, March 25, 2026.

The Equity Symposium is a dedicated, equity-centered professional development day designed to engage all faculty and staff in advancing the goals of the Be the Place Strategic Equity Plan. The event aligns with [RCW 28B.10.145: Diversity, equity, inclusion, and antiracism—Professional development](#), which outlines statewide expectations for diversity, equity, inclusion, and antiracism training in higher education.

This year's theme, Radical Transformation and Collective Care, frames a series of workshops and learning sessions that will focus on:

- Trauma-informed and healing-centered practices
- Transformational leadership
- Anti-racist pedagogy
- Cultivating community and shared accountability
- Collective well-being and burnout prevention
- Student-centered equity strategies

Diversity, Equity & Inclusion (DEI) – Division Updates

TRIO Student Support Services

- The Division of DEI held final interviews for the TRIO SSS Director position, Jan 28-February 6. The interviews featured presentations focusing on Year One strategic program implementation and was presented to the TRIO Advisory Board, DEI staff and student leaders. Final decisions will occur the week of February 9.
- The TRIO Navigator position which will serve as program support to the Director closed late January and will begin round one interviews the week of February 9.

Student Leadership & Programs

- February has been a strong month for student leadership and engagement. On February 4–5, RTC's Executive Associated Student Government attended Student Advocacy Day at the State Capitol for the first time as a collective. Students engaged legislators on housing affordability, student trustees at CTCs, and free two-year CTC programs, while building community with peers from across the state.
- In addition to advocacy, ASG students are leading campus events that center community, culture, and belonging:
 - Lunar New Year Celebration – Tuesday, February 17 | 1-3 p.m., RTC Cafeteria
A community-centered celebration honoring culture, connection, and shared traditions.

- Black History Month Celebration – Wednesday, February 25 | 1–3 p.m., Blencoe Auditorium, Building C, Featuring spoken word, games, food, and community-building.

Unity Center

- This month, the Unity Center hosted more events. On Thursday, February 5, Executive Director of Diversity, Equity, and Inclusion, Doris Martinez hosted *Have You Found YOUR Place? An Introduction to the Strategic Equity Plan (SEP)* and on Wednesday, February 11th, Daniel, Peer Navigator, hosted *Game and Chill Night: BHM edition* with food and games from 1pm-4pm. The Unity Center will host 3 more events before the quarter is over and will be hosting more for the Spring Quarter!
- The Students of Color Conference (SOCC) 2026 has shifted to an online format due to safety concerns with ICE in the state of Washington. More information will become available as changes are confirmed.



RTC Foundation Report Renton Technical College Board of Trustees February 18, 2026

Scholarships and Events

Spring 2026 Scholarship Cycle

Total applications hit 298 this is a 41% increase over spring 2025. Staff worked closely with the Guided Pathways Navigators and Workforce advisors to hold three workshops. This included two Spanish speaking advisors who provided language support for the application. Once applications are reviewed for eligibility, the Scholarship Committee review, and scores each application, and meets to make the final awards at the end of February.

Year to date, the Foundation has disbursed \$440,000 in scholarship funds.

Book & Equipment Support Grants

To date \$147,000 has been disbursed including all the larger \$1,000 per student grants. The timeframe for full disbursement of the larger grants follows 2025. Higher costs continue to drive higher demand for these grants. Breakdown by Area of Study includes the following: Health and Human Services (27%), Information Technology (27%), Advanced Manufacturing (23%) followed by Transportation and Business Management. Top programs accessing the grant include Cybersecurity, Automotive Tech, Massage Therapy, and Pre-Nursing.

Career Launch Scholarship 2026

Applications are set to open April 13 – May 1, 2026, and outreach for the second year has begun in collaboration with the Renton School District. Foundation staff has been invited to address the districts career and technical education counselors in early March to promote the scholarship. The scholarship provides 25 scholarships at \$6,000 per student. Students must be graduating from RSD the same year they enroll at RTC and have taken CTE courses while in high school.

Spring McCarthy Bridge Grant

Applications for spring open Feb. 10 – 17th. This is a one-time \$4,000 grant awarded to students transitioning from College & Career Pathway courses to degree or certification programs. To date 38 grants have been awarded with an additional 20-plus expected for spring quarter.

2026 Student Success Gala March 7th

Marketing, auction procurement, and planning continue for the gala including a social media ad campaign. Production wrapped up with the Student Success video and three students will be featured who are currently pursuing degree programs because of the McCarthy Bridge Grant. For the first time, three companies have sponsored the event at the premier partner level (\$10,000 per sponsorship). They are Invitation Homes, Amazon, and Boeing. The Board has selected the 2026 recipient of the Partner Generosity Award which will be announced during the event. The 2-for-1 ticket promotion has been extended to Feb. 15th. Board, Trustees and Cabinet members have been invited to host tables. To date there are 35 silent auction items procured (goal of 40) including Seahawk, Kraken, and Mariner ticket packages, numerous travel and weekend adventures, and local excursions. To date 30 tables have been purchased by hosts (17) or sponsors (13).

Development & Community Engagement

- Revenue and Donations at the halfway mark for the fiscal year. Since July 1, 2025, \$1.1 Million in donations/revenue. This amount is about par with previous year (PY) numbers.
- Received \$60,000 in donations including five figure gifts for an endowment and a bequest during the month of Jan./Feb. The current donor retention rate stands at 59%. This does not include anticipated March 7th gala donations. Goal is to keep donor retention above 50%.
- Mid-fiscal year endowment reports will be provided to funders once Board approves December financial statements. This is an important touch point with funders that demonstrates financial stewardship and student impact.
- Foundation's quarterly newsletter is being prepared with two student success stories and a company showcase around the new WABO testing grant for welding students. This grant lowers cost barrier for a certification that increases wage potential for graduates.
- Campus tours and meetings planned with BECU, Newcastle City, and King and Bunnys.
- Staff continue leadership through Empowering Indigenous Voices and have launched a project with RTC's Associated Student Government around tribal flags and recognition.
-

OPERATIONS

Professional Development Plans

The Foundation team is working on its shared goal to support the Strategic Equity Plan (SEP) for 2026 and individual goals in preparation for annual performance reviews and goal setting. Team members have attended HR training and one-on-one reviews are set in anticipation of the February 27th deadline.

SharePoint site updates

The Foundation is part of the "first wave" of departments to engage with the Tech Council around upgrades to the RTC Foundation SharePoint site. This is a campus wide project with the goal of building greater capacity and directing more internal communication toward SharePoint

2025 Audit and migration to new QuickBooks Online

Audit work continues during the bookkeeping transition with CLA. There have been continued delays with bank statements through Global Credit Union. This has impacted preparation of monthly statements and the migration to the new online platform for QuickBooks.



Human Resources
Renton Technical College Board of Trustees
January 2026 Report

The following personnel actions occurred during January 2026 and are presented for the Board of Trustees' information

AFT	Effective Date	Position	Department
WFSE	Effective Date	Position	Department
-Hires			
Bozhena Honch	1/2/2026	Library Paraprofessional – PT	Library
Evette Dean	1/16/2026	Enrollment Services Specialist	Enrollment Services
Prof Tech	Effective Date	Position	Department
-Hires			
Manuel York	1/15/2026	Student Success Specialist	Entry Services
Kaylie Velazquez-Becerra	1/16/2026	Technical Support Analyst	College Technology Services
-Separations			
Lidiya Gebre	1/15/2026	Renton Promise Program Specialist	Financial Aid
Exempt	Effective Date	Position	Department
-Hires			
Oscar Gelo	1/2/2026	HR Generalist – Benefits / Benefits Manager In-Training	Human Resources
RFT	Effective Date	Position	Department
-Hires			
Elizabeth Kempkes	1/1/2026	Full-Time Faculty (<i>Position Change</i>)	Health & Human Services
-Separations			
Michael Biell	1/1/2026	Adjunct Faculty	Advanced Manufacturing
Derrick Garcia	1/15/2026	Full-Time Faculty	Advanced Manufacturing

	Monthly Total Hires	% of Diverse Hires YTD
Full-Time	4	79%
Part-Time	1	55%



Innovation and Strategic Partnerships Report
Renton Technical College Board of Trustees
February 18, 2026

Strategic Partnerships

The Office of Innovation and Strategic Partnerships (OISP), within the President's Office, is collaborating with Instruction and the RTC Foundation to develop workforce initiatives and pilot concepts designed for potential philanthropic support from the Ballmer Foundation. These efforts focus on expanding training capacity, strengthening employer engagement, and improving measurable student outcomes, while positioning RTC to demonstrate regional impact, scalability, and alignment with high-demand workforce needs. The Ballmer Foundation funding patterns emphasize multi-year commitments, measurable workforce outcomes, regional relevance, and sustainability. The initiatives below reflect areas where RTC is well positioned to lead or pilot innovative workforce solutions. Key initiatives under consideration include:

1. Allied Health Workforce Expansion & Clinical Capacity

- Expand high-demand programs (Radiologic Technology, medical imaging)
- Use renovated/existing campus space for instruction, simulation, and exams
- Centralize testing, certification, and continuing education leveraging the existing testing center
- Address workforce demand from the upcoming Children's Hospital facility

2. Career Center Revitalization & Employer Engagement

- Modernize Career Center space and expand staffing
- Build employer pipelines linking curriculum, internships, and job placements
- Strengthen outcome tracking and engagement through a robust CRM system

3. Paid Internships & Externships

- Embed paid experiential learning in high-demand programs
- Ensure equitable access through wage support where employer-paid placements are limited

4. Summer Quarter Expansion & Short-Term Credentials

- Accelerate student progress with dual enrollment and bridge courses
- Provide industry-recognized credentials for faster workforce entry

5. Social Enterprise & On-Campus Workforce Models

- Expand revenue-generating, service-based student work experiences
- Reinforce student employment, program growth, and community impact

6. Workforce Pathways for Justice-Impacted Individuals

- Rebuild digital and computer skills for reentry learners
- Partner with fair-chance employers to access high-demand career

These initiatives position RTC to pilot innovative workforce solutions with measurable impact, address critical regional needs, and serve as models for broader adoption.

Continuing Education (CE)

RTC's Continuing Education team has made strong progress this quarter, including the launch of its first new CE course since OISP was established in August 2025.

- **3D Civil Engineering Intro Course** – Launched January 27th with 15 students currently enrolled. This course, originally offered through our Surveying program, exceeded initial enrollment targets and is already generating revenue. Additional interest has been expressed for spring reruns and potential intermediate/advanced 3D Civil Engineering CE offerings for both current students and the broader community.
- **Introductory Boilers Course** – CE is developing an entry-level course designed for students and community members new to boiler operations and maintenance. This course will serve as a pathway into existing Boiler 3 and 4 CE offerings, which remain in high demand and support professional licensure preparation.
- **Emerging Artificial Intelligence (AI) CE Course Pilots** – RTC is exploring one or two pilot courses introducing AI tools for automation, design, and other emerging applications. These offerings aim to complement existing technical expertise in computing, cybersecurity, and network engineering, with a focus on reskilling and expanding workforce opportunities. Initial pilots will help evaluate potential scalability and sustainability to meet future demand.

Community Advisory Committee (CAC)

We are in the initial stages of planning the second quarterly CAC meeting for late Spring quarter. The meeting will be offered in a hybrid format, giving members the flexibility to attend virtually while also providing in-person options. This approach aims to continue building on the ideas, engagement, and momentum from our inaugural January 5th meeting, ensuring ongoing collaboration and strategic input from our diverse membership.



Institutional Research and Effectiveness (IR&E)
Renton Technical College Board of Trustees
February 18, 2026

Strategic Planning & Accreditation

- The **Strategic Equity Plan (SEP) Implementation Task Force** is scheduled to conclude by June 2026. Key deliverables will be presented to the Executive Cabinet this spring, including a sustainable transition plan to support long-term implementation and accountability.
- **Strategic indicator targets** for the remaining years of the SEP were presented to Cabinet and approved on February 3. Additional **equity measures** were also proposed and approved to strengthen monitoring of student success gaps.
- **Strategic Priorities Progress Updates**
 - Guided Pathways Communication: Launched during the All-College Meeting on February 4 to support consistent campus-wide understanding and implementation.
 - RTC New Programming: Instruction and IR&E staff are analyzing labor market data to identify new programming opportunities aligned with the new allocation model and regional workforce needs.
 - Mandatory New Student Orientation & Advising: A pilot group is scheduled to launch for Summer/Fall registration to improve early student engagement and success.
 - Digital Literacy: The RTC Library launched digital literacy sessions for the community on February 4, supporting equitable access to essential skills.
 - Data Culture: IR&E is developing a strategy to strengthen RTC's data culture and improve decision-making across the institution.
- **NWCCU is revising its accreditation standards**, with a first draft distributed for public review. The updated standards will take effect in 2027. RTC is monitoring these changes in preparation for the Year 6 Policies, Regulations, and Financial Review (PRFR) in spring 2027 and the Year 7 Evaluation of Institutional Effectiveness (EIE) review in spring 2028.

Unit/Budget Planning

- For **FY27 budget planning**, VP ranking and Cabinet preliminary review have been completed. The Resource & Planning Council has reviewed all Cabinet-delegated requests. Follow-up questions and additional reviews will continue

this month as RTC aligns resource decisions with strategic priorities and anticipated fiscal constraints.

Student Learning & Assessment

- The **Assessment Committee** is exploring automated approaches to streamline student learning outcomes assessment in Canvas, reducing faculty burden while strengthening consistency in reporting. Planning is also underway for Spring Professional Development Day.
- The target this year is for all programs (excluding teach-out programs) to **complete assessment of all program learning outcomes** over the past two years, supporting continuous improvement in instructional quality.

Data & Reporting

- The **IPEDS Winter Survey** has concluded.

Systems & Process Improvements

- Three **ctcLink Travel & Expense (T&E) enhancement requests** were presented to the ctcLink Working Group on February 4 as part of the recommendation package from the RTC-led T&E Process Alignment Task Force. One request was denied, one approved, and one remains pending further research. These improvements support more efficient and consistent business processes across the CTC system.
- Efforts to improve **adoption of EAB Navigate** software are ongoing, with a focus on increasing effective use for staff and student supports.
- The discovery phase for **onboarding software solutions** is underway to strengthen employee experience and operational consistency.

Ongoing Projects

- In January, IR&E completed five **ad hoc data and research requests**.

Instruction Report
Renton Technical College Board of Trustees
February 18, 2026

Instruction Update

Lean Kaizen: ESL/ELA Registration and Placement

During this reporting period, Instruction partnered with Student Services staff in a Lean Kaizen event focused on the ESL/ELA registration and placement process. The team examined the current end-to-end workflow and identified significant challenges related to late placement, manual workarounds, unclear ownership, and student confusion about registration status. These issues result in excessive staff rework, compliance risk, and instructional disruption.

As an outcome of the Kaizen, the team developed a future-state process that front-loads testing and placement, establishes clear registration windows, and improves role clarity and accountability. The redesigned process emphasizes timely student self-registration after placement confirmation, reduces reliance on spreadsheets, and minimizes late-term corrections. This work advances institutional priorities of student success, equity, and operational efficiency, while improving the experience for students, faculty, and staff.

Huge kudos to everyone who was involved. Jessica Gilmore-English partnered with me as the executive sponsor of the event.

200th VPI Update

Every week during the quarter, I send out a VPI Update to keep the Instruction Division informed about what is going on in Instruction and across the college. Over the years, the newsletter has become a key source of information and is widely read. We keep a full archive of the Updates on the Instruction SharePoint site.

AI Community of Practice with Jobs for the Future (JFF) I was delighted to learn that I was accepted into the AI Community of Practice sponsored by JFF (Jobs for the Future). Participation in this community of practice allows me to continue to build my expertise in AI by engaging in a structured curriculum, engaging in peer

discussions and receiving coaching. As a result, I'll be able to better support the college in developing an AI action plan and scaling our overall AI fluency. I just learned that the NWCCU has added scrutiny of AI policies and practices into its new standards, which will likely apply to us in our upcoming visits in 2027 and 2028, so this is very timely. Fortunately, participants in the Community of Practice will get a \$10,000 stipend to assist with institutional capacity building.

Nursing Update: Dean Irada Dadashova gives you an update of our Registered Nursing and Certified Nursing Assistant Programs, including highlights of some of our clinical partners. (10 Minutes)

[Nursing and CNA Update](https://youtu.be/3oSUGfy0m8I) - <https://youtu.be/3oSUGfy0m8I>

Instructional Support: Dean Zefire Skoczen gives you an introduction and a very comprehensive overview the current state of our Health and Human Services area. (35 minutes)

[Health and Human Services Update](https://youtu.be/414osgZt-JM) - <https://youtu.be/414osgZt-JM>



RENTON
TECHNICAL
COLLEGE®

Student Services

Renton Technical College Board of Trustees

February 18th, 2026

Financial Aid updates

Financial Aid and Veteran Services recently completed a comprehensive federal program review of all eligible academic programs. With updated credit structures and finalized program name changes, revised programs have now been officially approved for Title IV eligibility. All degree programs are covered, and the list of eligible certificate programs is available on the [Financial Aid Title IV Approved Programs](#) page. For the first time, a full list of programs approved for VA education benefits has been published on the [VA Approved Programs](#) page. A huge thank you goes out to everyone who contributed to this effort: Michelle Slaughter, Dr. Sarah Wakefield and the Instruction Team, Sarah Pasillas, Rahel Kitaw, Leyila Mustefa, and Julie Darrah-Cappelli. This was truly a significant team undertaking.

To date, Financial Aid has disbursed over \$4.8 million for Winter 2026. At the start of the Winter quarter, new financial aid applications were processed within one week, allowing the first disbursement of the quarter to award over \$3.7 million. We are now preparing for the 2026–2027 academic year, which includes updating verification forms and completing required updates and testing within ctcLink. We expect to begin reviewing 2026–2027 applications in May, or earlier if testing is completed ahead of schedule.

The Renton Promise program is on track to remain within budget for the 2025–2026 year, and outreach planning for 2026–2027 is underway. We are excited to share that Sarah Pasillas has transitioned into the Renton Promise Program Manager role.

Our Work Study and Student Emergency Assistance Grants (SEAG) are projected to reach maximum utilization this year. Requests have been submitted to both state and federal partners for additional funding allocations as they become available.

Renton Technical College
Board of Trustees Meeting
February 18, 2026

AGENDA ITEM: 4. DISCUSSION/REPORTS

SUBJECT:

BOARD CONSIDERATION

☒ Information

☐ Action

BACKGROUND:

A. President's Report

Dr. Harden will provide a report subsequent to the January 21, 2026 Board meeting.

B. Financial/Budget Status

Vice President Jackson will provide a report of the budget.

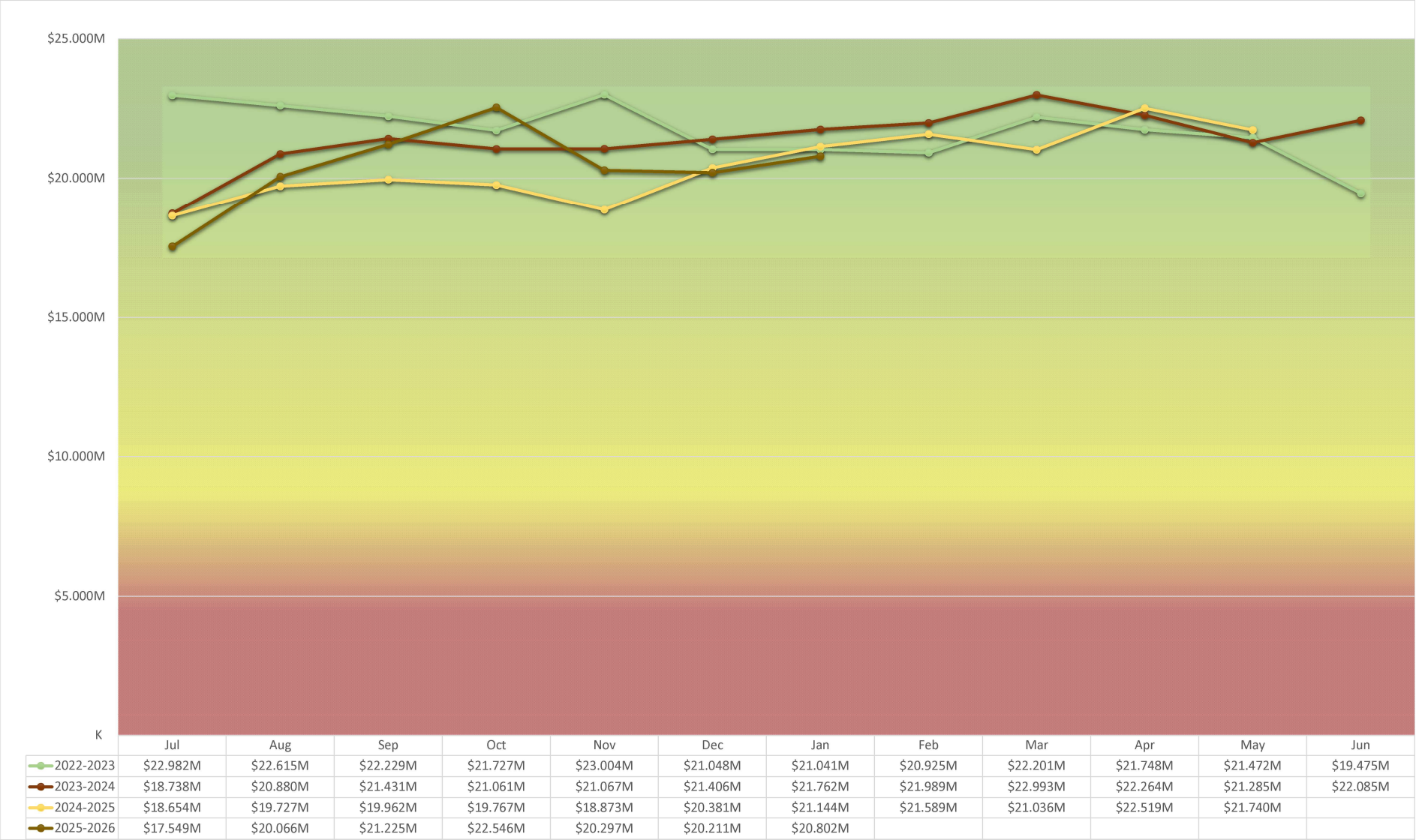
RECOMMENDATION:

None.

RENTON TECHNICAL COLLEGE
MONTHLY OPERATIONS REPORT
FISCAL YEAR 2025-26
For the Month of January 2026

	January 2026 - Actual	Year to Date - January 2026 - Actual	Prior Year to Date - January 2025 - Actual	Variance - Increase (Decrease)
Beginning Cash Balance	3,235,051	3,533,343	9,427,232	(5,893,889)
Add - Revenues:				
Tuition & Fees - Funds 060 148 149 561	45,309	8,808,788	7,527,981	1,280,807
Grants and Contracts	724,564	3,932,167	3,956,386	(24,219)
Student Government	2,430	714,386	609,215	105,171
Bookstore	664	74,164	62,428	11,736
Security/Parking	646	252,336	169,128	83,208
Culinary Arts - Food Services	75,497	434,705	510,016	(75,311)
Interest Income	41,875	341,807	379,182	(37,375)
Rental Income - Excluding 569	7,887	190,433	176,712	13,721
Scholarship and Student Loan Funds Received	3,534,323	9,100,028	7,887,647	1,212,381
Net Operating Revenues	4,433,195	23,848,813	21,278,695	2,570,118
Add - State Allocation				
State Allocation - VPA Expenses	3,043,823	19,926,677	20,753,949	(827,272)
Capital Allocation Fund 057	-	345,369	383,394	(38,025)
Capital Allocation Fund 060	9,576	63,504	20,336	43,168
Capital Allocation Fund 26C	-	155,762	-	155,762
Total State Funding	3,053,399	20,491,312	21,157,679	(666,367)
Total Revenues	7,486,594	44,340,124	42,436,374	1,903,750
Less - Expenses:				
Salaries	2,771,131	17,237,382	17,879,562	(642,180)
Benefits	920,453	5,718,003	5,610,106	107,897
Goods and Other Services	1,308,220	6,299,147	6,606,507	(307,360)
Cost of Goods Sold	13,323	158,269	172,843	(14,574)
Travel	2,573	78,057	98,172	(20,115)
Equipment	1,017	128,227	23,891	104,336
Financial Aid	4,382,388	10,645,471	9,470,939	1,174,532
Debt Service	-	132,120	129,806	2,314
Total Expenses	9,399,105	40,396,676	39,991,826	404,850
Net Operating Surplus (Deficit)	(1,912,511)	3,943,449	2,444,548	1,498,901
Other Sources (Applications) of Cash:				
Changes in Petty Cash; Accts. Receivable & Accts. Payable; Inventory	2,575,959	(1,829,088)	(2,908,195)	1,079,107
Decrease/ (Increase) in Investments & Bond Amortization	(40,814)	(1,323,469)	(319,818)	(1,003,651)
Payment of Bldg, Innovation Fee, and VPA Advance to State	(71,864)	(538,414)	(477,709)	(60,705)
Land Purchase	-	-	-	-
Total Other Sources (Applications) of Cash	2,463,280	(3,690,971)	(3,705,722)	14,751
Ending Cash Balance	3,785,821	3,785,821	8,166,058	(4,380,237)
Add College Reserves:				
Local Government Investment Pool (LGIP)	12,770,122	12,770,122	10,281,619	2,488,503
Investment Bonds held in trust by US Bank	4,246,410	4,246,410	2,696,267	1,550,143
Total Reserves	17,016,531	17,016,531	12,977,886	4,038,645
Total Cash and College Reserves	20,802,352	20,802,352	21,143,944	(341,592)
Total Current State Allocation	Actual %	Year to Date	Prior Year to Date	Variance
Allocation Used - Year to Date	100%	32,528,073	34,329,129	(1,801,056)
Remaining State Allocation	63%	20,491,312	21,157,679	(666,367)
	37%	12,036,761	13,171,450	(1,134,689)

RTC Month End Cash and Reserves Balances - FYR 2223 to 2526



Renton Technical College
Board of Trustees Meeting
February 18, 2026

AGENDA ITEM: 5. BOARD OF TRUSTEES

SUBJECT: TRUSTEE REPORTS

BOARD CONSIDERATION

X Information

Action

BACKGROUND:

A. Foundation Liaison Report

The Foundation Liaison position is currently vacant.

B. Legislative Action Liaison Report

Legislative Action Liaisons, Vice Chair Zappone, will provide an update on legislative action meetings and activity.

C. Community Advisory Committee

Community Advisory Committee Liaison, Trustee Norouzi, will provide an update from the Community Advisory Council.

RECOMMENDATION:

None.

Renton Technical College
Board of Trustees Meeting
February 18, 2026

AGENDA ITEM: 6. MEETINGS

SUBJECT:

BOARD CONSIDERATION
X Information
Action

BACKGROUND:

- A. The next regularly scheduled meeting of the Board of Trustees will be March 18, 2026.

RECOMMENDATION:

None.

Renton Technical College
Board of Trustees Meeting
February 18, 2026

AGENDA ITEM: 7. ADJOURNMENT

SUBJECT:

BACKGROUND:

BOARD CONSIDERATION
Information
X Action

RECOMMENDATION:

Motion required.