



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 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.

Table with 2 columns: Tier 1 and Tier 2. Tier 1 includes BAS - Application Development, BAS - Network Architecture, Cloud Network Technology, and Computer Science. Tier 2 includes Mechatronics, Welding, and Commercial Building Engineer.

Any remaining monies from the HB 2158 High Demand/High Wage provision will be distributed as a stipend on July 10, 2024 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. It is further noted that the salaries 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 salary through the last payroll date for the current fiscal year (July 10). This agreement, which supersedes the previous Memorandum of Understanding from May 18, 2022, is effective July 1, 2023 through June 30, 2024 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 signature and title: Donna Maher, Date President, Renton Federation of Teachers

Frieda Takamura signature and title: Frieda Takamura, Date 9/20/2023 RTC Board Chair



## LETTER OF AGREEMENT by and between RENTON TECHNICAL COLLEGE and the RENTON FEDERATION OF TEACHERS

This Agreement is between Renton Technical College and the Renton Federation of Teachers.

The purpose of this Agreement is to clarify and correct the salary table included with the 2023-2024 Memorandum of Understanding regarding High Demand Wages (HB 2158) as approved at the September 20, 2023 Board of Trustees Meeting.

RTC and RFT agree that the Salary table included with the MOU should have stated that the Adjunct Faculty per credit wages should be

	TIER 1	TIER 2
Step 1	1,457	1,089
Step 2	1,604	1,199

The corrected version of the High Demand Salary Table is attached. Contracts issued at the previous 2023-2024 adjunct rates will not require repayment by faculty; contracts issued beginning Winter 2024 will be at the correct per credit rate.

This does not negate nor affect any other stipulation of the original Memorandum of Understanding.

Donna Maher, RFT President

Dr. Yoshiko Harden, President

**Full-time HD Faculty**

STEP	YEARS	Base	HD TIER 1 2023-2024*	HD TIER 2 2023-2024*
1	0-3	86,692	114,424	91,317
2	4-10	91,946	121,359	96,849
3	11-18	97,201	128,295	102,381
4	19+	102,453	135,229	107,917
DEGREE STIPEND	MASTER'S		967	967
	DOCTORATE		1,935	1,935

**Adjunct HD Faculty**

STEP		Base	HD TIER 1 PER CREDIT 2023-2024	HD TIER 2 PER CREDIT 2023-2024
1		1,019	1,457	1,089
2		1,122	1,604	1,199
DEGREE STIPEND **	MASTER'S		967	967
	DOCTORATE		1,935	1,935

\* HD (High Demand) programs are outlined in 2021-2022 MOU in contract

**TIER 1 PROGRAMS**

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

**TIER 2 PROGRAMS**

Commercial Building/Industrial/Stationary Engineer  
 Mechatronics  
 Welding