

Memorandum of Understanding
Between
The Renton Federation of Teachers and
Renton Technical College

This MOU is entered into between Renton Technical College (“the College”) and the Renton Federation of Teachers (RFT) (“the Union”) to address staffing needs specifically related to the Central Service Technician and Phlebotomy programs (noting that the phlebotomy instructor also normally teaches a class for in the Anesthesia Tech program during summer quarter) and the credit cap for adjunct faculty in the current collective bargaining agreement between the Renton Federation of Teachers and Renton Technical College.

The College and the Union seek to support program stability, maintain clinical partnerships, and ensure the continued quality of education for students in these healthcare pathways. This MOU establishes that the instructor of the Central Services Technician program will be placed on a full-time annualized faculty contract Spring Quarter 2026. The College will be granted an exception for the credit load for the Phlebotomy instructor for Spring 2026 only; all credits for Spring 2026 will be paid at the adjunct program coordinator rate.

The College agrees that both instructional programs will be audited for credit load and enrollment prior to May 31, 2026, and the results will be shared with RFT Leadership. Should either or both programs establish ongoing viability for full time instruction, the College will consider assignment of an annual contracts to the instructors for the 2026-2027 academic year. Subsequent years will be determined by annual audit for each program.

The parties acknowledge that the question of adjunct workload and credit caps raises broader concerns about precedent regarding adjunct faculty across the College. Both parties agree to discuss workload and other issues during bargaining for the successor agreement.

Both parties agree that concerns remain about workload for adjunct faculty, including those who also conduct program coordinator responsibilities. In particular, the central services tech faculty has repeatedly taught credits beyond what is currently outlined in the CBA as a part time credit load, indicating a potential ongoing instructional need and program demand.

This Memorandum of Understanding is intended to signify an agreement between the Renton Federation of Teachers and Renton Technical College on the above and all other terms and conditions to the collective bargaining agreement apply.

Signed on this day, March 18, 2026,


Huma Mohibullah (Mar 18, 2026 17:32:47 PDT)

Dr. Huma Mohibullah, President
Renton Federation of Teachers



Dr. Yoshiko Harden, President
Renton Technical College