



**MEMORANDUM OF UNDERSTANDING
BETWEEN RENTON TECHNICAL COLLEGE AND
THE RENTON FEDERATION OF TEACHERS**

As the Washington State Legislature re-provisioned language to designate high-demand funding for high-demand program faculty salaries, Renton Technical College (“College”) and the Renton Federation of Teachers (“Union”) agree to distribute payments using the terms and conditions of the previous high demand memorandum of understanding from 2024-2025.

The College and the Union agree that distribution of the dollars shall be made in the following areas:

Tier 1:	Tier 2:	Tier 3:
Full time annual stipend – \$17,500 Adjunct per credit stipend – \$78.00	Full time annual stipend – \$8,750 Adjunct per credit stipend – \$39.00	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

The adjunct per credit stipends will include the 1.33 factor for guided practice credits as per Section 2 (G) of CBA. Stipends for all qualifying faculty will be based on the full year and paid on July 10, 2026. Both parties also agree to fund one Tier 2 (Step 2) full-time faculty (\$94,503) for the 2025-2026 year. Both parties agree that the dollars saved by the College will be directed toward supporting program and faculty needs as determined by RFT and the instruction team.

To move toward pay parity between full-time and adjunct faculty, both parties also agree that \$138,000 will be proportionally distributed to qualifying adjunct/summer/moonlight faculty according to the number of high demand credits taught in those respective capacities. This money will also be in the form of a stipend. In calculating these proportional distribution stipends, the 1.33 multiplication factor for guided practice will NOT be applied. These proportional distribution stipends will also be paid on July 10, 2026.

Both parties agree that high demand funds will be used to cover the additional employer paid benefits/taxes that will be incurred by the College due to the payment of the stipends.

Both parties agree that retaining the funded Tier 2 (Step 2) full-time position is not currently dependent upon funding through high demand funds. The funding of this position through high demand funds is a temporary financial relief for the college and the position will not be eliminated in the future due to lack of funding for this position through high demand funds.

RFT has reviewed the accounting records of all HB 2158 High Demand/High Wage provision dollars to be paid to each faculty member. Estimated amounts of total stipends (final numbers may be adjusted slightly with end of year accounting).


Full-Time Faculty Stipends.	\$157,500
Per Credit Adjunct/Moonlight/GP Stipends.	\$55,458
Proportion distribution stipends to adjunct/summer/moonlight faculty.	\$138,000
Additional estimated employer paid benefits/taxes cost due to stipends.	\$52,960
One additional Tier 2 (step 2) full-time faculty.	\$94,503
Total	\$498,421

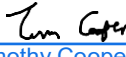
In the event the Legislature or SBCTC changes the funding level for high demand dollars, the stipends will be reduced proportional to the reduction or paid back to the College by individual recipients should the reduction be more than the unpaid amount.

After all stipends, incurred employer paid benefits/taxes due to stipend payments, and one Tier 2 (step 2) full-time faculty are paid, any remaining funds will be used by the College to offset some of the incurred benefits/taxes due to funding the one Tier 2 (Step 2) faculty. Under no circumstances will local funds be used to supplement any portion of the high demand stipends, including benefits coverage. The high demand stipends and associated employers incurred benefits and taxes of faculty funded through grant or other temporary funding sources should be funded through high demand monies. If there is an error in accounting or coding, the college administration will promptly correct the error.

This agreement, which supersedes the previous Memorandum of Understanding from June 12, 2024, is effective July 1, 2025, through June 30, 2026, and will be renegotiated separate from full scope bargaining, pending ongoing, dedicated high demand funding as allocated by the Legislature, and the interests of the faculty and College.

Signed on this day, June 17, 2026,


[Huma Mohibullah \(Jun 21, 2026 14:25:34 PDT\)](#)
Huma Mohibullah
President, Renton Federation of Teachers


[Timothy Cooper \(Jun 18, 2026 14:03:12 PDT\)](#)
Timothy Cooper
RTC Board Chair