



RENTON  
TECHNICAL  
COLLEGE®

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

This Memorandum of Understanding establishes an agreement to provide an initial salary placement to Step 2 of the adjunct faculty salary schedule on Appendix A of the 2024-2027 Collective Bargaining Agreement between the Renton Federation of Teachers and Renton Technical College for transitioning full-time faculty members—tenured and non-tenured—to adjunct Associate Faculty status due to the loss of funding or staffing reductions.

Both parties agree that there may be circumstances where it may be beneficial for former full-time faculty to continue teaching as adjunct, whether it's to temporarily maintain course continuity during teach-outs, or leverage expertise of the instructor; and

Both parties agree that these faculty have the skills and training to satisfy the rigor of associate faculty level requirements; and therefore, should be placed at Step 2 of the adjunct faculty schedule (Associate) effective Fall Quarter 2025 without being subject initially to the requirements as outlined in Article 6.10.B.2. However, these former full-time faculty must, within the next three quarters or by Spring 2026, fulfill the requirements of associate faculty as listed in Article 6.10.B.2 to continue to receive salary placement and scheduling considerations as afforded Associate Faculty. Failure to do so will result in removal of this conditional Associate Faculty Status.

To maintain or reapply for Associate Faculty status beyond Spring 2026, all requirements in the CBA must be met, such as receiving quarterly adjunct contracts, first scheduling consideration (Article 6.10.B.4), and participating in duties such as advising, training, and governance.

This Memorandum of Understanding is intended to signify an agreement between the Renton Federation of Teachers and Renton Technical College on the above, and it does not guarantee ongoing or continued employment, nor obligations to continue programs past closure or teachout. All other terms and conditions apply to the 2025-2027 collective bargaining agreement between the Renton Federation of Teachers and Renton Technical College shall continue unchanged unless otherwise agreed upon by both parties.

This agreement does not apply to those who have been separated due to denial of tenure advancement, denial of tenure, performance-based separation, nor to those who have voluntarily separated.

Signed on this day, August 28, 2025,

Huma Mohibullah (Aug 28, 2025 14:05:48 EDT)

Huma Mohibullah, President Renton  
Federation of Teachers

Yoshiko Harden, President  
Renton Technical College