

**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 is 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.

Tier 1:	Tier 2:
<ul style="list-style-type: none"> • BAS – Application Development • BAS – Network Architecture • Cloud Network Technology • Computer Science 	<ul style="list-style-type: none"> • Mechatronics • Welding • Commercial Building Engineer

Both parties also agree to fund an additional Tier 1 and Tier 2 faculty for 2020-2021 and continue through 2022-2023.

Any remaining monies from the HB 2158 High Demand/High Wage provision will be distributed as a stipend on July 10, 2023 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.

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 December 9, 2021, is effective July 1, 2022 through June 30, 2023 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 L
Maher

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Donna L. Maher
Date: 2022.05.18
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Donna Maher, Date
President, Renton Federation of Teachers



May 18, 2022

Kirby Unti, Date
RTC Board Chair

Full-time HD Faculty

STEP	YEARS	HD TIER 1 2022-2023*	HD TIER 2 2022-2023*
1	0-3	111,543	84,933
2	4-10	118,304	90,078
3	11-18	125,066	95,223
4	19+	131,825	100,372
DEGREE STIPEND	MASTER'S	888	888
	DOCTORATE	1,777	1,777

**Adjunct HD
Faculty**

STEP		HD TIER 1 PER CREDIT 2022-2023	HD TIER 2 PER CREDIT 2022-2023
1		1,403	981
2		1,546	1,080
DEGREE STIPEND **	MASTER'S	888	888
	DOCTORATE	1,777	1,777

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

TIER 1 PROGRAMS

TIER 2 PROGRAMS

BAS - Application Development

Commercial Building/Industrial/Stationary Engineer

BAS - Network Architecture

Mechatronics

Cloud Network Technology

Welding

Computer Science

**percentage of full-time is based on 45 credits per academic year for all faculty outside of nursing. Nursing is based on 36 credits per annually.