



MEMORANDUM OF AGREEMENT

BETWEEN

HIGHLINE COLLEGE ADMINISTRATION (HC)

AND

HIGHLINE COLLEGE EDUCATION ASSOCIATION (HCEA)

Dated 21 April 2023

Re: Stipend adjustment for 5-credit classes taught by full-time faculty with 77 quarterly contact hours including labs

Whereas

- A majority of 5-credit science classes with labs are scheduled to have no more than 66 contact hours per quarter;
- Under the 2022-25 HCEA-HC Negotiated Agreement, full-time faculty contracts are based on 45 credits (tenure-track/tenured) or 40 credits (lecturer) per regular September-June academic year, regardless of contact hours;
- Adjunct faculty pay increases with increases in lab contact hours; and
- A majority of the 77 contact-hour, 5-credit science classes are taught within High Demand Program Departments;

HC and HCEA agree to the following **stipend adjustment for 77-contact hour lab science classes taught by full-time faculty**:

1. Effective Spring 2023, Lab science courses with 77 contact hours per quarter are designated as "High Contact-Hours Courses". As of April 20, 2023, the list of those courses is as follows:

BIOL&	241	Human Anatomy And Physiology I
BIOL&	260	Microbiology
CHEM&	261	Organic Chemistry with Lab I
CHEM&	262	Organic Chemistry with Lab II
CHEM&	263	Organic Chemistry with Lab III
GEO	125	Introduction to Geologic Field Methods
GEO	130	Introduction to Pacific Northwest Geology
GEO	220	Pacific Northwest Geology
GEO	225	Advanced Geological Field Methods
2. Full-time faculty teaching High Contact-Hours Classes in High Demand Programs will receive an additional 5-credits-worth of High Demand stipend per 5-credit High Contact-Hours class in each quarter that they are instructing these classes. These additional credits of High Demand stipend will be paid even if that faculty member has already reached the regular 15-credit limit for High Demand stipends, up to a maximum stipend equivalent to that for 15 credits paid at the double rate.
3. Full-time faculty teaching High Contact Hours Classes not in High Demand Programs will receive a stipend equivalent to those in High Demand Programs but paid from other Academic Affairs funds.

4. This adjustment will be continued until the end of the current 2022-25 HCEA-HC Negotiated Agreement or until a different adjustment for lab classes taught by full-time faculty is established, whichever is sooner.

This Agreement shall not affect the bargaining rights of either HC or HCEA as provided by the current HCEA-HC (Collective Bargaining) Agreement 2022-2025 or any extension of that agreement. Unless specifically noted, all other negotiated provisions shall remain in effect.

For Highline College Administration




Emily Lardner
Vice President for Academic Affairs

4/24/2023

Date

For Highline College Education Association



James Peyton
HCEA President

4/24/23

Date