



MEMORANDUM OF AGREEMENT #1 (revised)

BETWEEN

HIGHLINE COLLEGE ADMINISTRATION (HC)

AND

HIGHLINE COLLEGE EDUCATION ASSOCIATION (HCEA)

This Memorandum of Agreement (MOA) is made on this (date) 6/5/23.

Whereas

- The 2018-21 HCEA-HC Negotiated Agreement, extended to 2022, made changes to initial placement of tenure-track faculty; and
- The 2022-25 HCEA-HC Negotiated Agreement makes additional changes to initial placement of faculty;

HC and HCEA agree to a one-time set of salary step adjustments for faculty in Column A who were hired in 2018 or earlier, effective Fall 2022:

1. Faculty whose initial placement was steps A2-A4 will be advanced 2 salary steps, up to a maximum of A12.
2. Faculty whose initial placement was steps A5-A10 will be advanced 1 salary step, up to a maximum of A12.
3. These adjustment steps will be in addition to any steps faculty receive under the 2022-25 HCEA-HC Negotiated Agreement.
4. Faculty who have already received a step adjustment in the last 3 years are not eligible unless specifically agreed to by HC and HCEA.

This Agreement shall not affect the bargaining rights of either HC or HCEA as provided by the current HCEA-HC (Collective Bargaining) Agreement 2022-23, 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

6/7/2023

Date

For Highline College Education Association

James Peyton
HCEA President

6/7/23

Date