



MEMORANDUM OF AGREEMENT
BETWEEN
HIGHLINE COLLEGE ADMINISTRATION (HC)
AND
HIGHLINE COLLEGE EDUCATION ASSOCIATION (HCEA)

This Memorandum of Agreement (MOA) is made on this (date) 1 July 2021.

Whereas

- Guided Pathways programming will likely benefit from dedicated faculty leadership, and
- Guided Pathways funding is currently available to pay the salary of two Associate Dean positions,

HC and HCEA hereby agree to the creation of two Interim Associate Dean of Instruction positions focused on advancing the College's Guided Pathways goals, to be staffed from current Highline College faculty. This strategy for supporting Guided Pathways work will be evaluated annually and based on that assessment and available Guided Pathways funding, a decision will be made whether to continue these positions.

Faculty members seconded to Interim Associate Dean positions will

- A. Be appointed from Highline College's tenured faculty with the right to return to their faculty positions at any time.
- B. Maintain faculty status for the purposes of department decision-making.
- C. Maintain faculty status for purposes of voting, but not running, in faculty elections.
- D. Serve only in administration roles on college committees, work groups, etc.
- E. Advance on the salary schedule according to normal eligibility rules as if they were in their faculty positions. Faculty eligible to apply for promotion in Fall 2021 may do so. Any subsequent eligibility for promotion is deferred until they return to faculty status.
- F. Serve no more than two years in Interim Associate Dean roles.

After two years, if the positions are continued, all tenured Highline College faculty will be eligible to apply for these positions. The terms of this MOA will be reviewed at that time.

Departments whose faculty members are seconded to Interim Associate Dean positions will, when enrollment warrants it, be given the option of an additional one-year faculty position for the duration of the appointment.

This Agreement shall not affect the bargaining rights of either HC or HCEA as provided by the current HCEA-HC (Collective Bargaining) Agreement 2018-2021 or any extension of that agreement. Unless specifically noted, all other negotiated provisions shall remain in effect.



For Highline College Administration

A handwritten signature in dark ink, appearing to read "Emily Lardner".

Emily Lardner
Vice President for Academic Affairs

July 8, 2021

Date

For Highline College Education Association

A handwritten signature in blue ink, appearing to read "James Peyton".

James Peyton
HCEA President

7/8/2021

Date