



MEMORANDUM OF AGREEMENT

BETWEEN

HIGHLINE COLLEGE ADMINISTRATION (HC)

AND

HIGHLINE COLLEGE EDUCATION ASSOCIATION (HCEA)

This Memorandum of Agreement (MOA) is made on this (date) June 15, 2023.

Whereas

- 1) The Washington State Legislature established a 8.9% cost of living increase for faculty for FY 2023-24;
2) The 2022-25 HCEA-HC Negotiated Agreement set the part-time salary parity rate at 69% for FY 2023-24;
3) The 2022-25 HC-HCEA Faculty Negotiated Agreement provided for regular salary steps for Full-Time faculty; and
4) The Washington State Legislature continued funding for enhanced Nursing Faculty compensation;

HC and HCEA agree to the following adjusted faculty pay rates for FY 2023-24:

- 1) Full-time Tenure-track/Tenured faculty, other than Nursing

Table with 6 columns: Step, A, B, C, D, E. Title: Full-Time Faculty Salary Schedule 2023-24 (8.9% CoLA Effective Fall 2023). Rows 2-23 show salary values for each step.

2) Full-time Tenure-track/Tenured faculty in Nursing

Full-Time Nursing Faculty Salary Schedule 2023-24* (8.9% CoLA Effective Fall 2023)					
Step	A	B	C	D	E
2	97227				
3	98561				
4	99896				
5	101230				
6	102563				
7	103898				
8	105232				
9	106567				
10	107902				
11	109237				
12	110571	111905			
13		113239			
14		114574	115908		
15			117242		
16			118577	119911	
17				121245	
18				122579	
19				123914	125248
20					126583
21					127917
22					129252
23					130586

\* conditional on enhanced funding for Nursing faculty salary

3) Part-Time faculty salary, other than Nursing

REGULAR PART-TIME FACULTY PAY (Sec. 205.3)

Effective	July 2023		
	Column I	Column II	Column III
Reference Step	A2	A4	A6
Reference Salary	75216	77885	80552
Parity %	69%	69%	69%
PT 45 Cr.	51899.04	53740.65	55580.88
PT Per Credit Hour rate	1153	1194	1235
PT Instructional rate (hr)	104.82	108.55	112.27
PT Lab per lab credit	1660	1719	1778
PT Clinical rate (hr)	75.47	78.15	80.84
PT Prof. Services Rate (hr) = ctclink "noninstructional"	70.23	72.73	75.22

4) Part-Time faculty salary for Nursing

NURSING PART-TIME FACULTY PAY

Effective	July 2023		
	Column I	Column II	Column III
Reference Step	A2	A4	A6
Reference Salary	97227	99896	102563
Parity %	69%	69%	69%
PT 45 Cr.	67086.63	68928.24	70768.47
PT Per Credit Hour rate	1491	1532	1573
PT Instructional rate (hr)	135.55	139.27	143.00
PT Lab per lab credit	2147	2206	2265
PT Clinical rate (hr)	97.59	100.28	102.96
PT Prof. Services Rate (hr) = ctclink "noninstructional"	90.82	93.31	95.81

- 5) Full-time Lecturer 8/9 faculty compensation at no less than 82% of step A2 on the respective adjusted Full-Time Faculty Salary Schedule
- 6) Full-Time Faculty salary step increases as determined by current eligibility

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. Unless specifically noted, all other negotiated provisions shall remain in effect.

For Highline College Administration

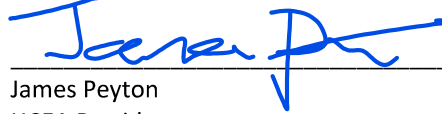


Emily Lardner  
Vice President for Academic Affairs

6/22/2023

Date

For Highline College Education Association



James Peyton  
HCEA President

6/22/23

Date