



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 24, 2024.

Whereas

- I. The Washington State Legislature established a 5.834% cost of living increase for faculty for FY 2024-25;
II. The 2022-25 HCEA-HC Negotiated Agreement set the part-time salary parity rate at 70% for FY 2024-25;
III. The 2022-25 HC-HCEA Faculty Negotiated Agreement provided for regular salary steps for Full-Time faculty; and
IV. The Washington State Legislature continued funding for enhanced Nursing Faculty compensation;

HC and HCEA agree to the following adjusted faculty pay rates for FY 2024-25:

- 1) Full-time Tenure-track/Tenured faculty, other than Nursing, Effective Fall Quarter 2024

Table with 6 columns: Step, A, B, C, D, E. Rows 2-23 showing salary values for each step.

2) Full-time Tenure-track/Tenured faculty in Nursing effective Fall Quarter 2024

Full-Time Nursing Faculty Salary Schedule 2024-25*					
Step	A	B	C	D	E
2	102902				
3	104314				
4	105727				
5	107139				
6	108549				
7	109962				
8	111374				
9	112787				
10	114200				
11	115613				
12	117025	118436			
13		119848			
14		121261	122673		
15			124085		
16			125498	126909	
17				128321	
18				129733	
19				131146	132558
20					133971
21					135383
22					136795
23					138207

*This salary schedule effective through 6/30/24. Continuation contingent on legislative funding.

3) Part-Time faculty salary, other than Nursing

REGULAR PART-TIME FACULTY PAY (Sec. 205.3)

Effective	July 2024		
	Column I	Column II	Column III
Reference Step	A2	A4	A6
Reference Salary	79604	82429	85251
Parity %	70%	70%	70%
PT 45 Cr.	55722.8	57700.3	59675.7
PT Per Credit Hour rate	1238	1282	1326
PT Instructional rate (hr)	112.55	116.55	120.55
PT Lab per lab credit	1783	1846	1909
PT Clinical rate (hr)	81.03	83.91	86.79
PT Prof. Services Rate (hr) = ctclink "noninstructional"	75.41	78.09	80.77

4) Part-Time faculty salary for Nursing

NURSING PART-TIME FACULTY PAY

Effective	July 2024		
	Column I	Column II	Column III
Reference Step	A2	A4	A6
Reference Salary	102902	105727	108549
Parity %	70%	70%	70%
PT 45 Cr.	72031.4	74008.9	75984.3
PT Per Credit Hour rate	1601	1645	1689
PT Instructional rate (hr)	145.55	149.55	153.55
PT Lab per lab credit	2305	2369	2432
PT Clinical rate (hr)	104.79	107.67	110.55
PT Prof. Services Rate (hr) = ctclink "noninstructional"	97.52	100.20	102.88

- 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 (lecturer, tenure-track, tenured) 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

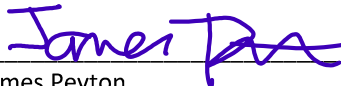


Emily Lardner
Vice President for Academic Affairs
Acting Co-President

6/25/2024

Date

For Highline College Education Association



James Peyton
HCEA President

6/25/24

Date