



**MEMORANDUM OF AGREEMENT BETWEEN**

**HIGHLINE COLLEGE ADMINISTRATION (HC)**

**AND**

**HIGHLINE COLLEGE EDUCATION ASSOCIATION (HCEA)**

Dated 2 March 2023

**Whereas**

- Governor Inslee's proclamation establishing COVID-19 vaccination requirements in higher education expired on October 31, 2022;
- COVID-19 variants continue to spread throughout the population; and
- COVID-19 can have serious and prolonged health consequences for those who contract it

HC and HCEA agree that the following provisions related to COVID-19 will be in effect for the duration of the 2022-25 contract, or any extension thereof:

1. Faculty who have a positive COVID-19 test, or a likely case of COVID-19 as determined by a medical professional, and who have exhausted their sick leave balance, will receive up to 5 consecutive days of non-accruing, non-compensable sick leave for each occurrence.
2. Faculty who will miss work because they have responsibility for the care of a family member or dependent with a positive COVID-19 test, or a likely case of COVID-19 as determined by a medical professional, and who have exhausted their sick leave balance, will receive up to 5 consecutive days of non-accruing, non-compensable sick leave for each occurrence.
3. Faculty may, in the event that they are contagious, symptomatic, or otherwise recommended to stay home but still feeling well enough to teach, move an in-person class and in-person office hours to synchronous or asynchronous online modality for no more than 5 consecutive days, with notification to the Division Chair, the Department Coordinator and CAO. This provision applies only to those classes that do not inherently require in-person attendance.
4. Faculty may, in the event that a family member or dependent who they care for is contagious, symptomatic, or otherwise recommended to stay home, move an in-person class and in-person office hours to synchronous or asynchronous online modality for no more than 5 consecutive days, with notification to the Division Chair, the Department Coordinator and CAO. This provision applies only to those classes that do not inherently require in-person attendance.
5. Faculty teaching in-person classes who believe that their assigned classrooms create a crowded learning environment may request that their class be moved to a classroom that provides for a less congested learning environment. Such requests will be accommodated to the extent possible.

6. The College will have a statement on the COVID-19 information web pages that encourages students with COVID-19 or flu-like symptoms to wear personal protective equipment (PPE) and contact their faculty about their absence policy and stay home if possible.

7. The College will provide PPE for faculty who request it.

COVID-19-related issues not covered here will be addressed through the regular accommodation or instructional adjustment processes.

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



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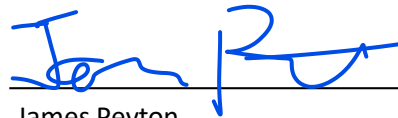
Emily Lardner  
Vice President for Academic Affairs

3/6/2023

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Date

For Highline College Education Association



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James Peyton  
HCEA President

3/6/23

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Date