



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

This Memorandum of Agreement (MOA) is made on this (date) 28 August 2025.

Whereas

- Lecturer evaluation is important for both professional development and staffing decisions;
- The 2025-28 HCEA-HC Negotiated Agreement Section 314 establishes a new schedule for lecturer evaluation; and
- There are both new and continuing lecturers who are subject to the new schedule;

HC and HCEA agree to the following **evaluation schedule for 2025-26 continuing lecturers**

- A. The list of continuing lecturers for 2025-26 will be ordered by seniority and divided into three approximately equal subgroups;
- B. The least senior subgroup will be scheduled for evaluation in 2026-27;
- C. The middle senior subgroup will be scheduled for evaluation in 2027-28;
- D. The most senior subgroup will be scheduled for evaluation in 2028-29;
- E. The evaluation quarter will be Winter of that academic year unless the lecturer and relevant coordinator agree to a different quarter during that year; and
- F. Subsequent evaluations will occur according to Section 314 using the scheduled evaluation year indicated above as the initial evaluation.

This Agreement shall not affect the bargaining rights of either HC or HCEA as provided by the 2025-28 HCEA-HC (Collective Bargaining) Agreements, or any extension of that agreement. Unless specifically noted, all other negotiated provisions shall remain in effect.

For Highline College Administration

Rolita Ezeonu
Interim Vice President for Academic Affairs

8/28/2025

Date

For Highline College Education Association

James Peyton
HCEA President

9/19/25

Date