



**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

- HCEA and HC have a July 28, 2025 Tentative Agreement for the 2025-28 HCEA-HC Negotiated Agreement; and
- As part of that agreement, lecturer faculty are to receive a one-time payment of \$1000 for 2025-26;

HC and HCEA agree that

- A. One month after the 2025-28 HCEA-HC Negotiated Agreement is fully ratified by both HCEA and HC, 2025-26 lecturers in good standing will become eligible for the one-time payment; and
- B. The payment will be made within a month of the eligibility date.

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

A handwritten signature in black ink, appearing to be "R. Ezeonu".

Rolita Ezeonu  
Interim Vice President for Academic Affairs

8/28/2025  
Date

For Highline College Education Association

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

James Peyton  
HCEA President

9/10/25  
Date