



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

- Part-time faculty are able to serve students in different ways as they gain more familiarity with their programs and the institution;
- Salary progression is shown to help employee motivation and morale;
- The 2025-28 HCEA-HC Negotiated Agreement Section 205 and Section 704 provide for three part-time faculty steps; and
- During the 2025 negotiations, adding a fourth step at the top of the part-time salary schedule was recognized as valuable by both HCEA and HC, however financial uncertainty made it difficult to determine what was feasible;

HC and HCEA agree to the following **plan for limited-scope negotiations in Spring 2027 regarding adding a fourth part-time faculty salary step:**

- A. As part of the budget development process for 2027-28, HC will share all relevant financial information with HCEA, including net revenue and changes in reserves for the previous 3 years as well as initial forecasts of net revenue for 2026-27;
- B. If either HCEA or HC believes that a fourth part-time salary step starting in 2027-28 would be feasible, they can call for negotiations;
- C. If either HCEA or HC calls for negotiations, meetings for those negotiations will begin no later than May 10, 2027;
- D. Any negotiations will take into account the local, state, and national financial situations as well as the need to improve part-time faculty salary progression; and
- E. The level, scope and implementation of a fourth part-time salary step are all open to negotiation.

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

8/25/2025
Date

For Highline College Education Association

James Peyton
HCEA President

9/10/2025
Date