



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

This Memorandum of Agreement (MOA) is made on: 1-27-2026

Whereas

- Commencement 2026 will occur on June 18th, 2026
- Faculty participation is an important part of commencement
- June 18th 2026 falls outside of the 170 negotiated contract days for faculty

HC and HCEA agree that:

- On the day of HC’s June 18th 2026 commencement ceremony, faculty who attend the event and sign in will be compensated \$165

That this MOA represents a one-time agreement for June 2026 and does not establish precedent. 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

1/27/26

Date

For Highline College Education Association

Douglas Avella-Castro
HCEA President

1/27/26

Date