



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

This Memorandum of Agreement (MOA) is made on this (date) ____ Sept 16, 2026 ____.

Whereas:

- I. Section 2.5.3 of the 2025-28 HCEA-HC Negotiated Agreement outlines Highline College's commitment to reaching 80% adjunct salary parity by 2028;
- II. Section 2.5.3 of the 2025-28 HCEA-HC Negotiated Agreement provides for an adjustment to the adjunct salary parity percentage when Tuition, Running Start, and International Student Programs combined revenue exceeds \$26.4 million;
- III. Highline College had combined Tuition, Running Start, and International Student Programs revenue of \$27,556,875 in FY25 and \$29,521,660 in FY26;
- IV. The combined coverage for FY25 and FY26 to be applied to part-time parity is \$1,283,561.00, calculated as of the end of June 30, 2026, which represents 30% of the combined coverage of \$4,278,535;

HC and HCEA agree to the following part-time **faculty salary parity program elements**:

- 1) Part-time salary parity percentage increases to 77% of Full-time Salary Schedule effective Fall 2026.
- 2) Subsequent increases or progression toward the 80% full-time salary target beyond FY27 are subject to negotiations and the availability of funding as described in Section 2.5.3.
- 3) In Spring 2027 (no later than May 17th), HCEA and HC agree to bargain any remaining and projected 2026-27 (FY27) section 2.5.3 coverage above the cost of established section 2.5.3 parity increases and incorporate any changes beginning Summer 2027.

This Agreement shall not affect the bargaining rights of either HC or HCEA as provided by the current HCEA-HC (Collective Bargaining) Agreement 2025-2028. Unless specifically noted, all other negotiated provisions shall remain in effect.

For Highline College Administration

For Highline College Education Association

Rolita Flores Ezeonu (see signature below, too)

Douglas Avella-Castro

Rolita Flores Ezeonu
Interim Vice President for Academic Affairs

Douglas Avella Castro
HCEA President

September 16, 2026

September 16, 2026

Date

Date

Table of calculation

HC PTPARITY AGREEMENT			
BASED ON REV THRESHOLD	\$ 26,400,000		
Rev 9/2/26			
REVENUE CATEGORY	FY25	FY26	TOTAL
Tuition	\$ 12,071,735	\$ 13,573,772	\$ 25,645,507
Running Start	\$ 11,725,061	\$ 12,066,821	\$ 23,791,882
ISP	\$ 3,760,079	\$ 3,881,067	\$ 7,641,146
TOTAL	\$ 27,556,875	\$ 29,521,660	\$ 57,078,535
Amt over Threshold	\$ 1,156,875	\$ 3,121,660	\$ 4,278,535
30% dedicated to PT Parity	\$ 347,062.50	\$ 936,498	\$ 1,283,561
PT FACULTY BUDGET (excluding benefits)		FY26	FY27
PT base budget (FY26)		\$ 11,821,301	\$ 11,821,301
2.6% COLA			\$ 307,354
\$1K increase in salary schedule (est)			\$ 135,000
3% PT salary increase (Summer 26 - Spring 27)			\$ 354,639
3% PT salary increase (Fall 26 - Spring 27)			\$ 275,932
TOTAL PT Budget		\$ 11,821,301	\$ 12,894,226
PROPOSAL - PT Rate to increase to 77% Effective Fall 2026			77%
Total Amount Available from FY25+FY26 for PT Parity			\$ 1,283,561
3% PT salary agreement			\$ 354,639
Benefits @29%			\$ 102,845
Additional to PT Parity (3 quarters in FY27)			\$ 275,932
Benefits @29% on the additional%			\$ 80,020
Total Proposal			\$ 813,437
Remaining to be carried forward or applied toward PT budget overspending			\$ 470,124

Signature: 
 Rolita Flores Ezeonu (Sep 17, 2026 12:04:50 PDT)
 Email: rezeonu@highline.edu

Signature: 
 Douglas Avella (Sep 17, 2026 17:29:48 EDT)
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MoA - PT Parity Sept 2026

Final Audit Report

2026-09-17

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