

MEMORANDUM OF AGREEMENT
BETWEEN
HIGHLINE COLLEGE ADMINISTRATION (HC)

AND
HIGHLINE COLLEGE EDUCATION ASSOCIATION (HCEA)

This Memorandum of Agreement (MOA) is made on this (date) ____ May 26, 2026 ____.

Whereas

- I. The Washington State Legislature established a 2.6% cost of living increase for faculty for FY 2026-27;
- II. The 2025-28 HCEA-HC Negotiated Agreement set the part-time salary parity rate at 71% for FY 2025-26;
- III. Highline College had combined Tuition, Running Start, and International Student Programs revenue of \$27,556,875 in 2024-25 and projects a higher combined revenue in 2025-26;
- IV. Section 2.5.3 of the 2025-28 HCEA-HC Negotiated Agreement provides for an adjustment to the adjunct parity percentage when Tuition, Running Start, and International Student Programs combined revenue exceeds \$26.4 million;
- V. The 2025-28 HC-HCEA Faculty Negotiated Agreement provided for a \$1000 increase to all tenure-line salary steps starting in Fall 2026;
- VI. The 2025-28 HC-HCEA Faculty Negotiated Agreement provided for regular salary steps for Full-Time faculty; and
- VII. The Washington State Legislature continued funding for enhanced Nursing Faculty compensation;

HC and HCEA agree to the following **faculty pay program elements**:

- 1) Part-time parity percentage increase to 74% of Full-time Salary Schedule effective Summer 2026
- 2) Part-time cost of living adjustment of 2.6% effective July 1, 2026
- 3) Further negotiation of the impact of Section 2.5.3 part-time parity percentage no later than August 17, 2026
- 4) Tenure-line faculty salary schedules for 2026-27 including a 2.6% cost of living adjustment and a \$1000 increase to all salary steps as shown in Appendix A.

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



Rolita Flores Ezeonu
Interim Vice President for Academic Affairs

June 20, 2026

Date

For Highline College Education Association



Douglas Avella Castro
HCEA President

6/29/26

Date

Appendix A: Tenure-line faculty salary schedules 2026-27

1) Full-time Tenure-track/Tenured faculty, other than Nursing, Effective Fall Quarter 2024

Full-Time Faculty Salary Schedule 2026-27					
Step	A	B	C	D	E
2	85124				
3	86616				
4	88109				
5	89601				
6	91092				
7	92585				
8	94077				
9	95571				
10	97063				
11	98556				
12	100049	101540			
13		103033			
14		104525	106017		
15			107510		
16			109003	110494	
17				111987	
18				113478	
19				114971	116464
20					117957
21					119450
22					120941
23					122433

2) Full-time Tenure-track/Tenured faculty in Nursing effective Fall Quarter 2026

Full-Time Nursing Faculty Salary Schedule 2026-27*					
Step	A	B	C	D	E
2	109742				
3	111234				
4	112727				
5	114219				
6	115710				
7	117203				
8	118695				
9	120189				
10	121681				
11	123174				
12	124667	126158			
13		127651			
14		129143	130635		
15			132128		
16			133621	135112	
17				136605	
18				138096	
19				139589	141082
20					142575
21					144068
22					145559
23					147051

*This salary schedule effective through 6/30/27. Continuation contingent on legislative funding.