

# ***BARGAINING UPDATE***

Highline Education Association

August 04, 2008

## **HEA REPRESENTATIVE COUNCIL MEETING**

**Monday, August 25, 2008**

**4:30 p.m.**

**Valley Ridge Center  
4644 S. 188th St.  
SeaTac, WA**

**Contract Recommendation Vote**

## **HEA GENERAL MEMBERSHIP MEETING**

**Tuesday, September 2, 2008**

**7:30 a.m.**

**Highline Performing Arts Center  
401 S 152nd St  
Burien, WA**

**Contract Ratification Vote**

### **HEA Bargaining Team Members**

Sandra Hunt, Beverly Park  
Sue McCabe, Mount Rainier  
Sherrie McKinstry, North Hill

Alan Sutliff, Sylvester  
James Conlon, HEA UniServ Director  
Stacie Hawkins, HEA President

The HEA bargaining committee successfully concluded bargaining with the Highline School District. The mid-term negotiations session allows for a limited number of topics to be opened for discussion at the bargaining table. There are some significant changes this year. **We urge you to show up on Tuesday, September 2<sup>nd</sup> to show your support for the Association and the bargaining committee. We need to show appreciation for their hard work!**

Changes in this year's agreement are listed below:

#### **Academic Coaches**

Following language added to contract: *Academic coaches are non-supervisory staff who support the improvement of instructional practices in order to improve student achievement. Academic coaches will not be consulted in the performance and/or evaluation of other HEA members.*

#### **Calendar**

Spring Break will be one week earlier (March 30-April 3). The rationale for the change is that students benefit from having a week to prepare before launching into the WASL. The Secondary End of Semester Day was moved, as well, in order to even out the number of student instruction days in each semester. The result is more days in the second semester in order to offset the lost instruction time caused by the WASL.

#### **Substitutes**

Following language added to the contract: *Building administrators and the HEA office will be alerted if a substitute has requested not to return to a building. Substitutes who work 100 days the previous year and work 20 days in the new school year will receive a \$100.00 bonus when they qualify for the 2<sup>nd</sup> tier rate of pay. Emergency substitutes (non-certificated) will be paid at a flat rate of \$120.00 per day.*

#### **Letter of Agreement Regarding the Development of a Consistent Period of Non-Instruction Time**

A committee will be formed with 5 members each from HEA and the District. The joint team will have a goal to develop and present an implementation model allowing for regularly scheduled amounts of non-student time to begin in 2009-2010. Data and input will be gathered from all constituency groups including HEA members, parents, administration, transportation and other services.

#### **Salary and Benefit Increases**

As per our agreement for the 2007-09 term of our current contract and due to legislative action, *certificated staff salary schedules reflect a 5.1% increase. Additionally, TRI schedules increase to 15% of your annual salary. The state contribution for medical benefits will increase from \$707 to \$732 for the 2008-09 school year.*

### **One Year Letter of Agreement Allowing for Bell Schedule Changes at Secondary Schools**

HEA received one contract waiver request in 2007-08. The request was from a middle school to waive daily planning time. This has been in place the 3 previous years at this school. The waiver was denied by the HEA Representative Council. During this same period of time, HEA became aware of the fact that this is current practice at some of our small schools. These schools had not followed the waiver process. HEA was also notified by another high school that they were working on developing an alternative schedule. Members at this school were not pleased when they learned they needed a waiver and their plan could be denied. This all literally took place during the last weeks of the school year. HEA leadership was put in a difficult position, as it would have had to police its members and go into schools and demand they change existing schedules. *The current leadership at HEA has a philosophy that the contract is a living document that must change with the times and the needs of our members. This has to be done without jeopardizing the integrity of the collective bargaining process and our contract.*

Due to this difficult situation, HEA and the District have agreed to write a letter of agreement to allow for such deviations for a one year period of time (with strict parameters). This will allow both parties time to research the impact and develop a permanent solution.

### **Leaves**

Article 14 has been cleaned up and modified in order to bring several areas into compliance with current law, as well as remove language which is no longer used by the parties. The language regarding a District Leave Committee has been deleted because the committee is not used. The sections outlining leaves for sabbatical, education and health purposes have been removed and a new shorter section covering those leaves has been added to the end of Article 14. These leaves remain unpaid and granted at the discretion of the District.

Domestic partner has been added to appropriate sections of the article. The new Washington state pregnancy leave has been added to the contract, as well as an updated Family Medical Leave Act section. The Military Leave section has been increased to 21 days to comply with the law. Members may now donate excess sick leave to the pool in general or for a specific member. Any unused donated leave stays in the pool.

This article has numerous changes so members can request to see the exact language at the membership meeting.

### **Librarians**

The state will provide \$4 per student for library services. The allocation of the money was vague when the state passed this legislation. The HEA has successfully bargained that the District will pass this money on to our librarians based on the student count in their buildings.

Highline Education Association  
15210 32nd Ave. S. Suite a  
SeaTac, WA 98188