

**Highline Education Association  
2009-2011  
Contract Settlement**

**Time Committee Recommendation:**

See attachment

**Calendar:**

See attachment

**TRI:**

- TRI will be prorated based on contracted FTE
- Part time employees who are required to attend PD beyond their fractional TRI percent will be compensated by extra service in accordance to contract language.
- TRI will be paid in 12 equal allotments (43 teachers choose opt out) beginning in 2010-2011.

**I-728:**

A letter of agreement will be signed that states I-728 funds will not be used for School Based Specialists/Coaches for the duration of the contract.

**Job Shares:**

An LOA will be written that clearly spells out the process for getting a job share approved. Job shares are when two people work together to teach a 1.0 FTE position (example 3<sup>rd</sup> grade class) Split assignments are normally seen in the secondary where a member would have a fractional position.

**Special Ed Task Force for 2009-2010:**

See attachment

**Assault Leave:**

An HEA member who is assaulted at work and misses work as a result will not suffer any loss of sick days up to 5 days.

**Elementary class size:**

Beginning October 1, allocate para overload time in 4-hour increments connected to the number of overloaded classrooms. Beyond 4 or 8 overloaded classrooms, teachers will be compensated \$10/day. In the case of hardship, as determined by school board policy and procedures, and with the notification and approval of the HEA president, teachers may agree to take an additional student beyond class size +1 and will receive an additional \$15/day. This compensation will be enacted following a 10-day grace period and retroactive to the first day that the overage occurred.

Eliminate ELL Language for reduced class size in sheltered classrooms (English speaking students along with ELL students using the Gen Ed Curriculum).

1. For the 09-11 contract, those schools that eliminate their ELL classrooms to implement an integrated model beginning in the 09-10 school year will maintain the 2007-09 ELL class size language at those grade levels impacted, unless they revert back to an ELL classroom model.

**Secondary School Class Size:**

Use current high school class sizes caps 6 period day = 29/145/day, 33/165/day for PE. Four period day=33/99/day and 38/114/day for PE. Use the same class sizes for middle school. All options aimed at reducing individual class overages will be exhausted. Mitigation will be \$2 per student per day over class cap. Mitigation will be \$10 per student per day over the daily cap. Apply same formula for middle school. Schools opting for an alternative schedule (block) will use the daily cap formula for mitigation.

**IAC Program:** (Intensive Academic Program)

The IAC Program will have a hard class size cap of 13:1 with 6.5 hours of para time. A new special education class is being housed at Beverly Park and Des Moines Elementary.

**Student Led Conferences:**

For the 2009-11 contract, create time for secondary conferences – evening conferences will be offered on Tuesday afternoon/evening before Thanksgiving. Students are released to lead their conferences on the Wednesday before Thanksgiving. Conferences will occur in the AM part of the day, the PM part of the day will be release time for teachers in compensation for evening conferences.

Schools will schedule afternoon/evening conferences or senior projects for the third Thursday of May, release time will be offered the following day to teachers for working the prior evening. Teachers will not be expected to do both student led conferences and senior projects. If this concept is not continued by mutual agreement, the HPS/HEA will revert to the 07-09 contract language.

**Secondary Counseling:** (Article 4 section 4.14, paragraph I, section ii)

Secondary Student enrollment of 1651-2000 = 5 counselors, 2001+ = 6 counselors(500)(400)

**Grievance:**

Replace AAA with FMCS for mediation and/or arbitration services (Article 7.5).

**Mandatory Work:** (Will be placed in Article 4)

Mandatory work performed outside the contracted year will be paid at per diem.

**Daily Planning:**

HEA members at secondary schools may choose to implement alternative schedules that do not include daily planning time, if the following criteria are met:

- HEA members must receive a weekly average of planning time minutes equal to the amount of daily planning outlined in the collective bargaining agreement.
- HEA members at the school need to approve the alternate schedule by having 80% of the HEA members at the school vote in favor of the new schedule
- The vote will be conducted solely by the HEA. District administration will not participate in the voting process

- HEA members at the site will conduct an HEA member only meeting before the vote in order to have the new schedule fully and openly debated and discussed
- Alternative schedules cannot cause the hiring of additional FTE
- HEA building representative will conduct one vote unless procedural guidelines have been violated.(320)(400)

**LRC Program:**

Secondary LRC programs for 2009/2010 – use current practice around secondary LRC class size planning at a 12:1 ratio with a minimum class size of 8 students and a maximum of 16 students in a class period. The School Special Education Department, in consultation with the school administrator, will assign LRC paraprofessional hours to classrooms where IEP students have the greatest need. In the case of school scheduling hardship above a class limit of 16, the special education team will work collaboratively with the school administrative team to create a school based solution with notification and consultation of the HEA president.

LRC IEP caseloads will use the current 27:1 and use current contract language regarding mitigation while the special education task force makes recommendations.

**PAVE:**

Remove the language on page 23: 4.14.I.iii

**Article 8:**

HEA reserves the right to revert to the 05-07 contract language in regards to Article 8.

**Evaluation:**

HEA members do not evaluate other HEA members. This includes Educational Assistants and specialists.

A LOA will be written that will clarify and improve the probation and evaluation procedures.

**Unpaid Leave for Maternity/Paternity:**

A LOA will be written that creates a clear process for securing an unpaid leave for maternity/paternity purposes. The leave will not exceed 1 year and cannot impact more than 1 school year. There will likely be a cap on the number of leaves approved each year.