

**HIGHLINE PUBLIC SCHOOLS  
TRI CALCULATION FORMULA**

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Beginning in October 2016, and each October thereafter, Highline School District (HSD) and Highline Education Association (HEA) designated representatives will meet to review TRI compensation amounts available to all employees (not subgroups or specialists and not including non-salary compensation) in the following 10 comparable districts: Auburn, Bellevue, Clover Park, Edmonds, Everett, Federal Way, Kent, Lake Washington, Mukilteo and Renton. This calculation should be made by:

1. Create data points of TRI compensation amounts at both BA+0/Step 0 and MA+90/Step 16 for the given list of districts reflective of the current school year.
2. Calculate a mean and median among both the BA+0/Step 0 and MA+90/Step 16 data points (in dollars).
3. Subtract the mean and median at BA+0/Step 0 and MA+90/Step 16 from the Highline TRI compensation amount at both respective data points creating 4 points: a BA+0/Step 0 mean and median difference and a MA+90/Step 16 mean and median difference (in dollars).
4. Divide each of the respective points by the corresponding regular base salary on the current year SAM, maintaining 4 points (convert to percentage).
5. Sum the total of the 4 points and divide the total by 4.

This calculated percentage of regular base salary (SAM) will be added to the TRI compensation and paid retroactively to the first day of the school year in the November payroll.

The maximum percentage increase shall be 4.5% in 2016-17.

In 2015-16, the TRI contract will be supplemented by a longevity step of \$500 for employees with 20 or more years of experience, \$1,000 for employees with 25 or more years of experience and \$1,500 for employees with 30 or more years of experience. In 2016-17 and thereafter, the TRI contract will be supplemented by a longevity step of \$1,000 for employees with 20 or more years of experience, \$2,000 for employees with 25 or more years of experience and \$3,000 for employees with 30 or more years of experience.