

Letter of Agreement  
between  
Highline Education Association  
and the  
Highline School District

Class Size for Grades K-3  
School Years 2015-16, 2016-17

K-3 Allocation model in order to reduce class size

Highline School District (HSD) and Highline Education Association (HEA) recognize the value in creating smaller classes for students in K-3 and we recognize this as the intent of the state in providing class size reduction funding.

In 2015-2016, HSD will allocate at the following ratios additional staff to support K-1 classes to the extent that the allocation would meet the requirements to generate state class size reduction funding. The allocation ratios are: Kindergarten 22:1, First Grade 23:1, Second and Third grade will be 24:1.

In 2016-2017, HSD will allocate at the following ratios additional staff to support K-3 classes to the extent that the allocation would meet the requirements to generate state class size reduction funding. The allocation ratios are: Kindergarten 21:1, First Grade 22:1, Second and Third grade will be 23:1.

Staff should be allocated in increments of 1.0 FTE and should be used to create additional classrooms. If space within a building cannot be made available, staff allocation will be used to provide certificated instructional support in a manner collaboratively determined by a school team composed of the impacted teachers, specialists, HEA President or designee, Executive Director of Human Resources or designee, and principal. The following guidelines should be adhered to when creating an instructional support model.

- Classroom caps will remain in force and staff allocation will take the place of mitigation unless a building were to select a co-teach model; then the class size cap would not apply to the co-teach classroom. The remaining classrooms will not exceed the class size limit without mitigation.
- Each class size reduction teacher may only provide support for one grade level as determined by the collaborative school team.
- No individual class size reduction teacher shall be split between multiple grade levels.

Should HSD pass a bond and/or the legislature adjust funding related to K-3 class size reduction, HSD and HEA will further renegotiate this issue.



Dr. Steve Grubb  
Chief Talent Officer  
Highline School District



Date



Sue McCabe  
President  
Highline Education Association



Date