

Letter of Agreement  
between  
Highline Education Association  
and  
Highline School District  
Instructional Time  
Effective school year 2015-2016

The Highline School District (HSD) and Highline Education Association (HEA) have a joint interest in increasing learning time and opportunities for students who are expected to meet increased state and district learning goals. The parties agree to convene a task force no later than October 1, 2015, comprised of an equal number of supervisory staff members appointed by the District Superintendent and non-supervisory certificated staff members appointed by the Association President, plus representatives of families and other community members appointed by the Superintendent or designee; family and community members shall not comprise more than fifty (50) percent of the task force. The task force shall be led by co-chairs jointly identified by the Association President and District Superintendent. An initial report of progress shall be submitted to the Board of Directors no later than February 1, 2016. The task force shall make a recommendation to the district no later than April 15, 2016. Any impacts on wages, hours or working conditions shall be subject to collective bargaining which shall begin no later than May 1, 2016. Implementation of negotiated changes shall begin in the 2016-17 school year.



Steve Grubb  
Chief Talent Officer  
Highline School District

10/14/15

Date



Sue McCabe  
President  
Highline Education Association

10/14/15

Date