


Letter of Agreement
between
Highline Education Association
and
Highline School District


Race to the Top District Program
for Project Grant Applications and Implementation Upon Award
2015-2016

The Highline School District (HSD) and Highline Education Association (HEA) have a mutual interest in participating in the Road Map District Consortium, which may provide Race to the Top funds to implement programs that will have a positive impact on student achievement and growth. Said participation may have some impact on wages, hours and terms and conditions of employment for the HEA or some HEA members. Therefore the HSD and HEA agree that:

1. HEA should be notified, involved and in agreement with the development of proposals for funding from the Investment Fund Projects and other RttT projects, in the early stages of planning and before being asked to be a signatory to the proposal.
2. The HSD will ensure that the Lead designated for each project grant application proposal has a primary responsibility to contact HEA leadership early on in the development process to explain the scope and focus of the project proposal and to request that HEA solicit interested teachers and select the appropriate teachers to represent all teachers during a collaborative project grant application development process that is required prior to submitting the grant application for approval and funding.
3. HSD will consider what impact project grant application proposals may have on the current Collective Bargaining Agreement and/or wages, hours and terms and conditions of employment during the project grant application development process. HSD recognizes HEA's right to demand to bargain any impact grant applications may have on the current Collective Bargaining Agreement and/or wages, hours and terms and conditions of employment.
4. HSD and HEA agree to engage in good faith problem solving and bargaining as necessary to resolve issues associated with any project grant application proposal that may impact the current Collective Bargaining Agreement and/or wages, hours and terms and conditions of employment.
5. HSD and HEA agree to engage in timely problem solving and bargaining and that agreements may be reached contingent upon the District's receipt of a Race to the Top District award.


Steve Grubb
Chief Talent Officer
Highline School District

10/15/15
Date


Sue McCabe
President
Highline Education Association

10/15/15
Date