

Letter of Agreement
between
Highline Education Association
and
Highline School District

School Improvement Grant Implementation
Effective school years 2015-16 and 2016-17

Implementation: During the implementation of the School Improvement Grant, HSD and HEA agree to negotiate any impacts on the current Collective Bargaining Agreement and/or wages, hours and terms and conditions of employment. HSD and HEA agree to engage in good faith problem solving and bargaining over matters related to the School Improvement Grant and agree further that elements of the SIG MOU, plan, program, or proposal that are subject to collective bargaining shall be implemented only upon the negotiated agreement of HEA and HSD.

Incentives and Rewards: The pool of money allocated to each school for incentives and rewards will be used for the purpose of providing incentives for teachers to work at SIG schools and rewards based on student growth goals. Rewards will be applied based on schools meeting the goals as determined by the staff and administrator and contingent upon the availability of SIG funds. Staff at each school will identify what is important to them as incentives and rewards from the following options: funds for supplies and/or materials, funds for student projects/rewards, stipends for certificated staff members who take on leadership roles at the school, additional opportunities for professional development, stipends for the entire staff, and signing bonuses for certificated staff.

Time (the following applies to SIG specific work):

- All mandatory professional development and/or instructional activities that occur outside of the normal work day or work year will be paid at per diem rate.
- If staff attendance is required, the work is deemed mandatory.
- If teachers/instructors are held accountable in performance evaluations for knowing the content and applying strategies from specific professional development, the professional development is deemed mandatory.
- If summer work/summer school is offered to SIG staff first then open to feeder schools and/or district wide, the work is deemed voluntary and will be paid at the contractual summer school rate.
- If a staff member is told they must be in attendance during summer school/summer work, the work is deemed mandatory.
- For mandatory, regularly scheduled extended work with students, teachers will be able to use sick leave.
- If absent for mandatory professional development, teachers are required to make up the professional development in order to receive per diem pay.
- Sick leave will be accrued based on their regularly scheduled hours.
- Substitutes required to work an extended day will receive a pro-rated amount of pay.

- Contractual language rates apply for all voluntary work during the school year and/or summer work.



Steve Grubb
Chief Talent Officer
Highline School District



Date



Sue McCabe
President
Highline Education Association



Date