


Letter of Agreement
between
Highline Education Association
and
Highline School District

THIRD GRADE STUDENT CONFERENCES

School Years 2015-16, 2016-17, 2017-18

Pursuant to ESSB 5946 "An act relating to strengthening student educational outcomes", HEA and HSD agree to the following guidelines for the state-mandated third grade conference requirements for students who require additional support and related work.

- Appendix D.J. Extra Duty – rate of pay is \$30 an hour. All non-administrative certificated staff involved in the conferences will be paid at the rate of \$30 an hour for planning and conferences.
- Third grade teachers will be paid for one hour of teacher planning for each five students paid at \$30 an hour (1 hour 1-5, 2 hours 6-10, 3 hours 11-15 . . .).
- Budget at 20 minutes per actual conference (to include third grade teacher and principal or "designee" i.e. interventionist, fourth grade teacher, etc.) to allow staff to build early relationships with the family and learn about students before the end of the year.
- Extra service payment will be calculated based on actual conferencing time incurred, even if it exceeds the budgeted amount.



Steve Grubb
Chief Talent Officer
Highline School District

10/14/15
Date



Sue McCabe
President
Highline Education Association

10/14/15
Date