

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

Mitigation for Class Overages in Early Childhood Education (ECE) Classrooms  
Effective Year: 2015-16

**Early Childhood Special Education (ECE):**

Should enrollment in ECE classrooms exceed the existing bargained student to teacher ratios of 12:1 (8 students with IEP's and 4 typically developing peers) The preferred mitigation for student overages in ECE classrooms is to create a new classroom to accommodate increased student load. When this is not possible due to lack of teaching space or the inability to hire qualified staff the following shall be followed until a qualified teacher can be hired.

1. Mitigation for student overages shall be paid at the rate of \$15 per day for up to one students over the established student to teacher ratios described above. This effectively establishes a hard cap for ECE classrooms at 9 students with IEP's and 4 normally developing peers per session.
2. Mitigation is calculated separately for AM and PM sessions. For example, if a teacher is over by one student in the AM session and one student in the PM session, the teacher is entitled to a total of \$30 mitigation each day. If the teacher is over by one student in either the AM or PM session, \$15 dollars is paid in mitigation.



Steve Grubb  
Chief Talent Officer  
Highline School District

1/25/16

Date



Sue McCabe  
President  
Highline Education Association

1/25/16

Date