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

Substitute Salary Rates

The Highline School District and Highline Education Association agree to amend the chart in Appendix C of the 2015-2018 CSA as follows effective at the beginning of the 2017-18 school year:

PAY RATE INFORMATION FOR CERTIFICATED SUBSTITUTES

		Monday- Friday
a	Daily Substitutes	$150.18
b	After 20 Nonconsecutive Days	$160.90
c	After 40 Nonconsecutive Days	$166.26
d	Half-Day	½ of the Daily Rate + $6.00
e	Emergency Sub Rate	$134.08
f	After 20th Day in Long Term Assignment	*Contractual Rate

Substitutes who work 100 days the previous year and work 20 days in the new school year will receive a $100 bonus and will be moved to Row C and receive the $166.26 rate.

In addition, when substitutes are asked to use a scheduled planning period to cover a class not part of their originally assigned job, the substitute will be paid for that time at a rate of $30 per hour/session.

Steve Grubb Date
Chief Talent Officer
Highline School District

Sue McCabe Date
President
Highline Education Association

Approved by the Board: September 20, 2017