



Highline Public Schools Board Action Report

Supports the Strategic Plan

DATE: July 19th 2022

FROM: Dr. Ivan Duran, Superintendent

LEAD STAFF: Steve Grubb, Chief Talent Officer

For Introduction: August 3, 2022 For Action: August 17, 2022

I. TITLE Ratification of 2022/2023 Collective Bargaining Agreement between Highline Public Schools and Highline Education Association.

II. WHY BOARD ACTION IS NECESSARY

The Board is authorizing authority for negotiated agreements such as this with Highline Education Association.

III. BACKGROUND INFORMATION

The current agreement with the Highline Education Association expires effective August 31, 2022. The proposed changes to the agreement would be effective September 1, 2022 to June 30, 2024. The Highline Education Association membership voted to approve the proposed contract on June 30, 2022. This item is necessary and routine for approval at this time; it is necessary because the School Board approval is required for all contracts; it is routine because the Board regularly approves such contracts.

IV. RECOMMENDED MOTION

I move that the Highline School Board approve the negotiated agreement with Highline Education Association effective September 1, 2022 to June 30, 2024.

V. FISCAL IMPACT/REVENUE SOURCE

Fiscal impact to this action will be (amount and source including fund Example - \$522,000 from general fund Title 1 revenue).

2022-23 Expenditure Increase: \$12,051,218

2023-24 Expenditure Increase: \$4,531,932

The revenue source for this motion is BEA and Categorical.

Expenditure: One-time Annual

VI. APPLICABLE POLICY(S)

This action is in compliance with the following: School Board Policy 5020, Collective Bargaining.

VII. ALTERNATIVES

The alternative to approving the resolution is the risk of not agreeing to a contract with the members of Highline Education Association following good faith negotiations.

VIII. COMMUNITY ENGAGEMENT

Community Engagement Required: Yes No

If yes, list community engagement conducted for this issue

IX. ATTACHMENTS

HEA 2022-2024 Contract Costs

HEA 2 Year Contract Cost 2022 - 2024

| Expenditure Increase | 2022-23 | 2023-24 |
|--|---------------------|--------------------|
| Salary | \$9,169,146 | \$3,464,662 |
| Benefits | \$2,159,333 | \$1,067,270 |
| Special Education Joint Committee Recommendations | \$190,739 | |
| Increase Sub Rate to \$200/day | \$532,000 | |
| Total New Expenditures | \$12,051,218 | \$4,531,932 |

*Costs represent increase for year listed