

**LETTER OF AGREEMENT
to the Agreement
by and between
HIGHLINE PUBLIC SCHOOLS NO. 401
and
PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS
LOCAL UNION NO. 763**

**Representing Instructional Support Staff, Administrative Support Staff
(TEAMSTERS III)**

**September 01, 2021 through August 31, 2024
Extended through August 31, 2026**

This LETTER OF AGREEMENT is supplemental to the AGREEMENT by and between HIGHLINE SCHOOL DISTRICT NO. 401, hereinafter referred to as the District, and PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS LOCAL UNION NO. 763, affiliated with the International Brotherhood of Teamsters, hereinafter referred to as the Union.

The parties agree as follows:

Except for what's specifically provided for in this Extension Agreement, the Parties are in full agreement that all other terms and conditions of the Collective Bargaining Agreement shall remain in full force and effect.

In addition to the existing agreement of a wage increase equivalent to IPD (2023/24 set as 3.7%) effective September 1, 2023, the District will invest \$1.35 million towards a salary adjustment to bring the minimum wage on Schedule A-1 to \$25.00 per hour.

To do this the Union agrees to modifications of Schedule A-1 as follows:

- All Level 10, Level 11 and Level 12 positions shall be moved to Level 13
- The District shall consolidate the Para Educator classifications to "Para Educator I", paid at Level 13.
- The District shall consolidate the Para Educator positions requiring work steps shall be a "Para Educator II", paid at Level 15.

Effective September 1, 2024, all classifications shall receive an increase equal to IPD plus 1.5%.

Effective September 1, 2025, all classification shall receive an increase equal to IPD plus 1% and one work day added to the calendar for all 9 month employees.

**PUBLIC, PROFESSIONAL & OFFICE-
CLERICAL EMPLOYEES AND DRIVERS
LOCAL UNION NO. 763, affiliated with the
International Brotherhood of Teamsters**

Highline School District No. 401

By



Chad Baker
Secretary-Treasurer

Date

9/12/23

By



Steve Grubb, Ed.D.
Chief Talent Officer

Date

9/12/23