



## Highline Public Schools Board Action Report

DATE: June 25, 2024

FROM: Dr. Ivan Duran, Superintendent

LEAD STAFF: Christina Larsen, Executive Director Human Resources

For Introduction: July 10, 2024      For Action: July 10, 2024

**I. TITLE** Ratification of the Tentative Bargaining Agreement and Salary Schedule between Highline Public Schools and Teamsters Local Union No. 763 representing District Security Staff

Select one:    New Item    Renewed Item    Annual Item    Revised Item

### II. WHY BOARD ACTION IS NECESSARY

Employees represented under the Teamsters Local Union No. 763 (TI) labor agreement have approved a tentative agreement. Board approval is required to fully ratify the agreement. Introduction and action are recommended for the same meeting because if approved, Teamsters I employees will receive salary increases at the same time as other district employees.

### III. BACKGROUND INFORMATION

The current agreement with Teamsters Local Union No. 763 representing employees providing safety and security expires effective, August 31, 2024. The proposed tentative agreement would be in affect from September 1, 2024, through August 31, 2027. Teamsters Local Union No. 763 representing Safety Officers, Safety and Security Officers, Campus Safety Officers, and their substitutes membership voted to approve the proposed successor agreement on June 4, 2024.

### IV. RECOMMENDED MOTION

I move that the Highline School Board approve the negotiated collective bargaining agreement between Teamsters Local Union No. 763 representing Safety Officers, Safety and Security Officers, Campus Safety Officers, and their substitutes with agreed upon modifications through August 31, 2027.

### V. FISCAL IMPACT/REVENUE SOURCE

Fiscal impact to this action will be \$74,138

The revenue source for this motion is BEA, General Fund 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 this resolution is the risk of not agreeing to a new successorship agreement with employees represented under the Teamsters Local Union No. 763 collective bargaining agreement, and not adhering to the principles of negotiating in good faith.

**VIII. COMMUNITY ENGAGEMENT**

Community Engagement Required:  Yes  No

If yes, list community engagement conducted for this issue

**IX. ATTACHMENTS**

- A. Summary of Changes to the T1 Bargaining Agreement
- B. Teamsters I Contract Changes - strike through
- C. 2024-25 Teamsters I Salary Schedule with strike through
- D. 2024--25 Teamsters I Salary Schedule clean version



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highlineschools.org

June 25, 2024

Summary of Changes to the Collective Bargaining Agreement for Teamsters  
Local Union No. 763 Representing Safety Officers, Safety and Security  
Officers, Campus Safety Officers and their substitutes (TI)

1. Removed Language that referred to previous benefit plans, prior to SEBB.
2. Included the Juneteenth Holiday
3. 2024-25 Security and Safety Salary Schedule

ARTICLE IX HOLIDAYS

9.1 The following days shall be considered holidays with pay according to the daily hours per assigned shifts by the District, based on two hundred and sixty (260) day employees.

New Year's Day	Veteran's Day
Martin Luther King, Jr.'s Birthday	Thanksgiving Day
President's Day	Day after Thanksgiving Day
Memorial Day	Day before Christmas
<b><u>Juneteenth</u></b>	Christmas Day
July 4 <sup>th</sup>	Day after Christmas Day
Labor Day	New Year's Eve Day

9.1.1 Employees working less than two hundred and sixty (260) days shall receive **twelve (12)** ~~eleven (11)~~ paid holidays per year to a maximum of **fourteen (14)** ~~thirteen (13)~~ as defined in Section 9.1 and further defined in Section 9.5; provided the employee works a day preceding the holiday and a day following the holiday in the month of the holiday, as determined by the District, based upon the number of hours worked per day. In the event there isn't a workday in the month preceding the Holiday but the employee works the last work day in the previous month preceding the Holiday, the employee shall be paid pursuant to this Section.

9.2 All holidays covered under this Agreement shall be honored on those dates designated by the District.

9.3 All employees shall be paid for all such holidays at their regular rate of pay regardless of which day of the week the holiday shall fall.

9.4 If any work is performed by such employees on the above listed holidays, compensation at one and one-half (1-1/2) times the regular hourly rate shall be paid for the hours worked, in addition to holiday pay for which they are eligible. In the event employees are required to work on designated holidays, a thirty (30) calendar day notice will be posted.

9.5 Employees covered by this Agreement who do not work on holidays, and are eligible to receive holiday pay for the holiday in question, as recognized within this Agreement, shall be paid at their regular rate of pay provided that:

- (1) The employee shall have reported and worked as scheduled on their last regularly scheduled work day immediately before and following the holiday unless the absence is due to vacation or any other approved absence.
- (2) The employee is not on leave of absence.

- 10.16.2 Vacation Cash Out (less than two hundred and sixty (260) day employees): Vacation time that has not been used, or scheduled and approved for use between June 10 and August 31 by June 10<sup>th</sup> will be cashed out in the June paycheck. Vacation days not yet accrued (July and August) but paid will be recouped by the District by withholding the funds from the employee's final paycheck should the employee resign or otherwise be separated from employment during the period June 11<sup>th</sup> through August 31<sup>st</sup>.

## ARTICLE XI HEALTH AND WELFARE AND RETIREMENT

PREAMBLE The District and the Union agree Article XI, benefits provided, and eligibility shall be in compliance with applicable Washington State Law(s) related to healthcare benefits for School Employees as established by the School Employee Benefits Board (SEBB) and as administered by the Washington State Healthcare Authority (HCA) and/or similar Statewide jurisdictions. ~~Effective January 1, 2020 Sections 11.1 through 11.6 will be considered as deleted from Article XI and replaced by the applicable requirements under SEBB.~~

~~11.1 The District shall contribute up to a maximum of the amount which is afforded to the District by the State for classified employees, for each full-time equivalent employee (FTE). This amount shall first be applied to the cost of the Vision, Dental and Long Term Disability Insurance coverage, and then to the cost of medical coverage. During the term of this agreement the District shall contribute one hundred percent (100%) of the K-12 Retiree Subsidy, as administered by the Washington State Health Care Authority (HCA).~~

~~11.1.1 A fulltime employee, for the purpose of insurance benefits, is an employee who is scheduled and works fourteen hundred forty (1440) hours per year or at a yearly hourly level that generates funding by the State to the District, whichever is higher. For less than full time employees, the District shall pay premiums in an amount not to exceed the employee's regularly scheduled FTE rating, times the difference between the allocation for insurance plans.~~

~~11.1.2 To be eligible to receive health care benefits, the employees must be scheduled to work a minimum of seventy (70) hours per month.~~

~~11.2 Insurance Pooling In addition to the insurance contribution provided in Section 11.1, the District shall contribute, on behalf of qualified employees, whatever amount each employee is deemed eligible to receive under the pooling concept. The Security and Safety bargaining unit will be merged with other classified and certificated units (bargaining and non-bargaining) to effect the greatest advantage in pooling dollars for the most employees.~~

~~11.2.1 Any excess amount not otherwise utilized within the bargaining unit shall be made available to the bargaining unit on a pool concept.~~

~~11.2.2 If the District insurance contribution from the pool is insufficient to pay the cost of an employee's insurance premiums, a salary deduction shall be made to offset the difference.~~

11.2.3 ~~In October of each year, the District shall have recalculated and allocated the pooling amount for each eligible employee.~~

11.3 ~~Insurance Pooling Calculations: Human Resources will meet with Teamsters representatives each year to explain annual pooling calculations and the positive or negative effects of the calculations on Teamster's members. A Teamster's unit that would incur less out of pocket expense as a stand alone unit should not be subject to more out of pocket expense if pooled with the total. In such a case, the Teamster's Representatives may request that said unit be considered as a single unit for pooling for the year. Human Resources will acquiesce to the request.~~

11.4 ~~During open enrollment, of each year, the District shall permit the employees to select coverage under one (1) of the hospitalization medical insurance plans offered by the District. Employees shall be notified as soon as practicable of the beginning and ending dates of open enrollment.~~

11.5 ~~The District shall increase the monthly health and welfare contribution rate provided for in Section 11.1, at such time(s) and by such amount(s) equal to no less than that percentage amount which is afforded the District by the State for classified employees.~~

11.6 ~~District Benefits Committee — The Union may appoint one (1) bargaining unit member to this committee. Meetings shall be treated as compensated time and shall be scheduled in a manner to allow participation.~~

11.27 ~~Western Conference of Teamsters Pension Plan - The bargaining unit elected to participate in the WCTPT effective January 1, 2012. Contributions shall be by pre-tax payroll diversion based on all compensated hours covered under this Agreement and shall be uniform by classification. For the purposes of this section, "all hours compensated" will be determined by total eligible hours worked, overtime, holidays, and hours of additional pay as stated on each employee's monthly pay warrant and does not include vacation or sick leave cash out payments as allowable under state law and the bargaining agreement. If in the future withdrawal liability is assessed against the District due to a Union proposed withdrawal from the Pension Trust, said liability shall be paid by the bargaining unit members. Hourly pre-tax diversions in effect at the time shall continue until such time each bargaining unit member's proportional share of the withdrawal liability is satisfied.~~

~~Effective September 1, 2013 based on August hours contributions shall be for all bargaining unit members, who are identified in Article 1, Section 1.2. Contributions by the District to the "basic plan" shall be uniform by Classification for all compensable hours covered by this Agreement excluding cash out of accrued but unused vacation pay through a pre-tax payroll diversion.~~

ARTICLE XVI DURATION CLAUSE

- 16.1 This Agreement shall be effective September 1, ~~2019~~ **2024**, excepting those provisions which denote otherwise, and shall remain in full force and effect through August 31, ~~2022~~ **2027**.
- 16.2 Not less than sixty (60) calendar days prior to the expiration of this Agreement, the District and the Union shall meet for the purpose of negotiating a successor Agreement.
- 16.3 The parties shall continue to operate under the terms and conditions of this Agreement as prescribed by RCW 41.56.123. The parties may extend the time period by mutual agreement.

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

Highline School District No. 401

By \_\_\_\_\_ By \_\_\_\_\_  
**Chad L. Baker** **Ivan Duran**  
~~Scott A. Sullivan~~ ~~Susan Enfield~~  
Secretary-Treasurer Superintendent

Date \_\_\_\_\_ Date \_\_\_\_\_

A.8 Officers assigned the field training of new Officers shall be paid twenty percent (20%) above their hourly rate of pay during said assignment. Officers assigned firearm instruction/certification shall be paid thirty percent (30%) above their hourly rate of pay during said assignment. An Officer assigned to be the Lead Officer in the support of or in the absence of the Chief of Security, shall be paid thirty percent (30%) above their hourly rate of pay during said assignment. Selection of employees for these assignments shall be done in consultation with the Union and seniority of those qualified for such work shall be given due consideration.

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Date \_\_\_\_\_ Date \_\_\_\_\_



**HIGHLINE PUBLIC SCHOOLS  
TEAMSTERS LOCAL UNION NO. 763  
PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS  
REPRESENTING SECURITY & SAFETY  
SALARY SCHEDULE**

**Effective: September 1, 2023 2024**

	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
<b>Position</b>	<b>00-12 mo.</b>	<b>1 - 2 Yrs</b>	<b>3 - 4 Yrs</b>	<b>5 - 6 Yrs</b>	<b>7 - 8 Yrs</b>	<b>9 Yrs +</b>
<b>Campus Safety Officers</b>	<b><u>\$38.05</u></b>	<b><u>\$39.90</u></b>	<b><u>\$41.08</u></b>	<b><u>\$41.94</u></b>	<b><u>\$43.00</u></b>	<b><u>\$43.62</u></b>
	<del>\$36.48</del>	<del>\$38.25</del>	<del>\$39.38</del>	<del>\$40.21</del>	<del>\$41.23</del>	<del>\$41.82</del>
<b>District Safety Officers</b>	<b><u>\$41.79</u></b>	<b><u>\$43.59</u></b>	<b><u>\$44.94</u></b>	<b><u>\$46.28</u></b>	<b><u>\$47.20</u></b>	<b><u>\$48.12</u></b>
	<del>\$40.07</del>	<del>\$41.79</del>	<del>\$43.09</del>	<del>\$44.37</del>	<del>\$45.26</del>	<del>\$46.14</del>
<b>District Safety and Security Officers</b>	<b><u>\$44.50</u></b>	<b><u>\$46.28</u></b>	<b><u>\$47.64</u></b>	<b><u>\$49.09</u></b>	<b><u>\$50.08</u></b>	<b><u>\$50.59</u></b>
	<del>\$42.66</del>	<del>\$44.37</del>	<del>\$45.68</del>	<del>\$47.07</del>	<del>\$48.01</del>	<del>\$48.50</del>

**Longevity increase: 20 years +: two percent (2%) above Step 6**

Approved by the Board: Pending

**HIGHLINE PUBLIC SCHOOLS  
TEAMSTERS LOCAL UNION NO. 763  
PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS  
REPRESENTING SECURITY & SAFETY  
SALARY SCHEDULE**

**Effective: September 1, 2024**

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<b>Campus Safety Officers</b>	\$38.05	\$39.90	\$41.08	\$41.94	\$43.00	\$43.62
<b>District Safety Officers</b>	\$41.79	\$43.59	\$44.94	\$46.28	\$47.20	\$48.12
<b>District Safety and Security Officers</b>	\$44.50	\$46.28	\$47.64	\$49.09	\$50.08	\$50.59

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