

Letter of Agreement  
between  
Highline Education Association  
and  
Highline School District

New Start High School  
Effective school year 2022-2023

New Start High School provides an alternative educational experience for students who have experienced challenges in the traditional system. The program utilizes personalized support and independent learning contracts to provide meaningful learning experiences for students while they recover or advance in credits leading toward high school graduation. Instruction occurs through seat-based courses and accessing Edgenuity online learning. While New Start is not a new school, it is in transition, both in terms of leadership and programming.

The Highline School District (HSD) and Highline Education Association (HEA) have mutual interest in supporting the needs of the educators and during this transition and understand that some flexibility may be needed to respond to changing circumstances during the school year. This agreement is intended to document the structures of New Start that differ from those of traditional schools and therefore impact the working conditions of certificated staff; any provisions of the Collective Bargaining Agreement (CBA) that are not altered by the agreements below remain in effect. In addition, HEA and HSD agree to utilize the Labor-Management Problem-Solving Process to work through any additional challenges or necessary changes that occur throughout the year and are not covered by the agreements below.

### **Program Structure and Schedule**

New Start's schedule is structured as six-week sessions to provide more frequent opportunities for students to demonstrate learning mastery and earn credit. Each session is considered a grading period; teachers will post session grades every six weeks. Progress reports are not required.

During each session, there are five student class periods; some days also include an advisory period. The workday for full-time teachers at New Start therefore consists of one planning period, four teaching class periods as described below, and advisory on advisory days. The usual contractual limit of three "preps" plus an advisory remains in effect.

New Start offers the following types of courses: traditional content area classes, Edge-seats classes and ALE (Alternative Learning Experience) classes. Each Edge-seats and ALE class is considered one "prep." The Teachers of Record for Edge-seats and ALE classes will support multiple content areas through a school board-approved "Out of Endorsement" waiver.

### **Class Descriptions and Limits**

Traditional Classes: Traditional content area classes are in-person classes held at New Start and taught by a Highline certificated teacher endorsed in that content area, similar to those at comprehensive high schools, with class size limits as outlined in Article 4 of the CBA.


Edge-seats Class Periods: Students may take Edgenuity courses during a class period at the New Start campus. This use of Edgenuity courses is referred to as “Edge-seats.” The teacher supervises students engaging independently in their online coursework and provides assistance as needed, but does not plan content or correct assignments/assessments for the Edgenuity courses. Each Edge-seats class is limited to fourteen (14) students, unless the teacher volunteers in writing to take additional students (up to 25).

ALE Class Periods: Students may take Edgenuity courses remotely, which requires the creation and monitoring of an Alternative Learning Experience (ALE) plan. During ALE Edgenuity class periods, teachers create and monitor each student’s ALE plan through individualized student check ins and reviewing coursework compilation. Each ALE class period is limited to eight (8) students, unless the teacher volunteers in writing to take additional students (up to 12).

Advisory: New Start Students engage in Advisory courses consistent with Section 4.20 of the CBA, focusing on Personal Development, Social Development, Academic Development and College/Career Opportunities. Each Advisory teacher may have up to 6 student FTE in an Advisory, with students weighted .25 FTE per Advisory period of 70 minutes per week. (For example, with 70 minutes of Advisory per week, this 6 FTE limit would create a cap of 24 students, while with 105 minutes of Advisory per week, the 6 FTE limit would create a cap of 16 students.)

**Ongoing Implementation and LOA Renewal**

HEA and HSD will continue to work collaboratively through Labor-Management to monitor and address any challenges that may arise at New Start throughout the school year, with a mid-year check-in, a spring check-in, and any additional meetings that may be necessary. During the spring 2023 check-in, these discussions will include any necessary adjustments needed to revise and renew this letter of agreement for school year 2023-24.

  
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Dr. Steve Grubb  
Chief Talent Officer  
Highline School District

10/5/22  
Date

  
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Dr. Sandra L. Hunt  
President  
Highline Education Association

10/5/22  
Date