

# School Board Action Report

*“Every student achieving, everyone accountable”*



**DATE:** March 12, 2008

**FROM:** Dr. Maria Goodloe-Johnson, Superintendent

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**STRATEGIC THEME/  
FOCUS AREA:** Business and Operational Effectiveness, Human Resources Systems

## **TITLE AND BRIEF DESCRIPTION**

Seattle King County Construction and Building Trades Council 2007-2010 Collective Bargaining Agreement	For Introduction:	March 12, 2008
	For Action:	March 26, 2008

## **TIMELINE FOR IMPLEMENTATION/EVALUATION**

First Negotiation Session: June 26, 2007  
17 Negotiating Sessions  
Last Session: March 3, 2008

## **RECOMMENDED MOTION**

I move that the Seattle School Board approve the 2007-2010 Collective Bargaining Agreement with the Seattle King County Construction and Building Trades Council.

## **ISSUE**

The Seattle School District/Seattle King County Construction and Building Trades Council Collective Bargaining Agreement expired on August 31, 2007.

- The parties have been negotiating a new three year contract since June 2007 and concluded with an Agreement
- The Agreement will be voted upon by the union's membership for ratification and this will occur prior to the Board's March 26, 2008 at which the Board will be requested to approve the Agreement on behalf of the District.
- It is in the best interest of the District and the Union to approve a 2007-2010 Collective Bargaining Agreement.

## **BEST PRACTICES**

## **RESEARCH AND DATA SOURCES**

### **POLICY IMPLICATION**

### **FISCAL IMPACT/REVENUE SOURCE**

The attached contract reflects increased expenses in implementing this agreement. The total fiscal impact is \$1,711,508 over the life of the contract. This is slightly higher than budgeted for 2007-2008 school year. The increase is due in part to salary adjustments for several targeted trades to help bridge the gap with market rates.

**Expenditure:**    **One-time**    **Annual**

### **COMMUNITY ENGAGEMENT PROCESS**

### **CONCLUSION/RECOMMENDATION**

It is in the best interest of the District to approve the contract for the Seattle King County Construction and Building Trades Council. The District and the Union collaboratively worked through difficult issues and have been able to come to a tentative agreement on the attached contract issues.

### **ATTACHMENTS**

[Tentative Agreement with Seattle King County Construction and Building Trades Council](#)  
[Negotiated Contract with Seattle King County Construction and Building Trades Council](#)