

# Tyee Highschool Replacement Project

04/15/25 Report Date

**03/31/25 Data Date**

---

“

EVERY STUDENT in Highline  
Public Schools is known by  
name, strength, and need, and  
graduates prepared for the  
future they choose.



# Agenda

**01**

**SAFETY AND SECURITY AS A CULTURE...**

**02**

**WHERE ARE WE NOW...**

**03**

**WHAT'S AROUND THE CORNER...**

**04**

**SHOW ME THE NUMBERS...**

**05**

**NEW BUSINESS...**

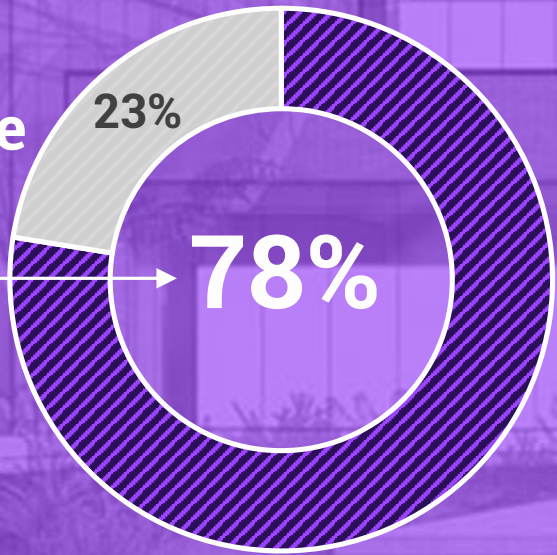
**06**

**CONCLUSION...**

# Tyee Highschool Replacement Project

Company Name	Absher
Contract Value	\$116.5M
Total Manhours	285,906
Worker Count	986
Project Phase	Finishes, Commissioning
Notice to Proceed	July 28, 2023
Substantial Completion	June 23, 2025

Project  
Percent  
Complete



**Union Representation:**  
Carpenters, Laborer, Electricians and Drywallers Make Up Roughly  
**50%**

**Priority Hire Program:**  
Exceeds 3%/7% Goals  
**6.2% A / 22.3% J**

**Preferred Entry Program:**  
exceeds the 3% goal  
**4.03%**

**Safety and Security:**  
Slips, Trips, and Hand Tools.

**Community Engagement:**  
Spotlight Q&A Interview Under Utilized Labor Resource

**Community Representation:**  
Unspecified Still Holding  
**28%**

**Disputes & Grievances**  
There Have Been A Few But All Resolved Through Discussion

**Apprentice Utilization:**  
**19.42%**

# Safety & Security

## Tripping Hazard

- **Poor Visibility – Adequate for the task**

## Clean, Clean, Clean

- **House Keeping – everyone is responsible**

## Hand Tools

- **Best Control - guards and proper use**

## Next Steps

- **Inspect what you Expect**





# Where are we now

## ➔ Envelope:

- Metal panel roofing is ongoing in a few areas (Gym, North of Area B), with roofing detail work continuing. Window jamb flashings are on site and installed, along with prep for skylight flashings, enabling upcoming window and skylight testing.





# Where are we now

## → Interiors:

- Post dry-in activities are ongoing throughout all Areas currently: GWB and Tape/Finish activities are wrapping up, with Paint, casework, ceilings, low-voltage cabling, and telecom scopes progressing through high-work spaces. Additional finish activities (Gym Equipment, Wood Flooring, Carpet, Resilient Flooring, Wall Paneling, Lockers, etc.) are progressing throughout Areas A, B, C, and D.
- Doors and Hardware are now swinging in Area A and will continue through the remaining areas of the building.
- Commissioning of building mechanical systems has also begun, and the start-up of several pieces of equipment is complete.





# Where are we now

## → Site Work:

- Main utilities are completed (power, water, sewer). The main water line for the building is now complete, and the hydronic system will be flushed in the coming weeks.
- Final grading is also ongoing, with vertical curbs being poured at the NE parking lot.





# What's around the corner...

Critical Path...

Critical Decision...





**Show me the  
numbers...**





TYEE HIGH SCHOOL  
REPLACEMENT PROJECT  
COMMUNITY WORKFORCE AGREEMENT  
Priority Hire (PH) Statistics  
As of End of March 2025



PH Wages  
Earned  
**\$4,571,545**

Total Project Wages Earned \$16,606,913



PH Total  
Hours  
**80,939**

Total Project Hours 285,906



PH Apprentice  
Participation  
**6.2%**

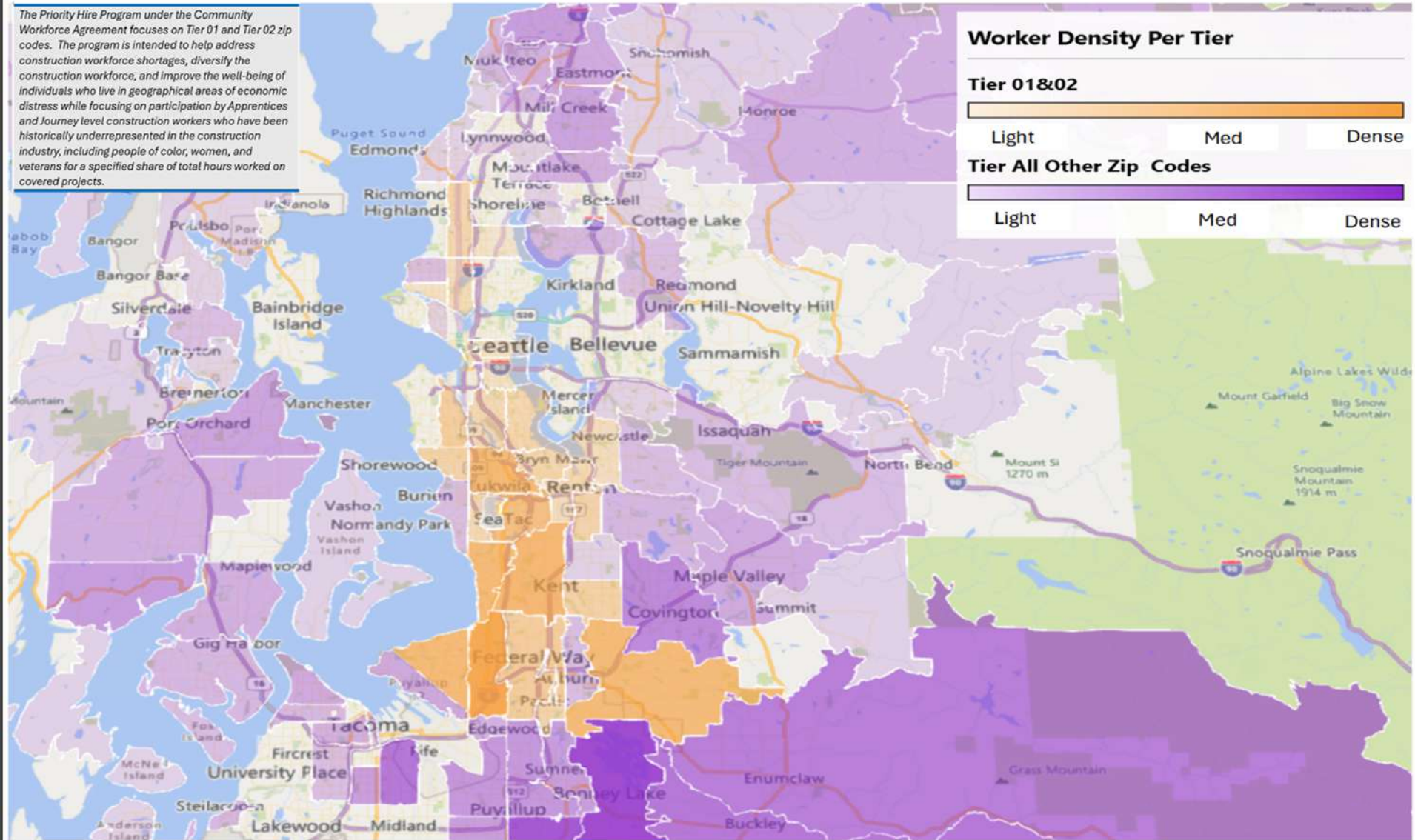
AP Hours 17,492 | Goal 3%



PH Journeyman  
Participation  
**22.3%**

JM Hours 63,446 | Goal 7%

The Priority Hire Program under the Community Workforce Agreement focuses on Tier 01 and Tier 02 zip codes. The program is intended to help address construction workforce shortages, diversify the construction workforce, and improve the well-being of individuals who live in geographical areas of economic distress while focusing on participation by Apprentices and Journey level construction workers who have been historically underrepresented in the construction industry, including people of color, women, and veterans for a specified share of total hours worked on covered projects.

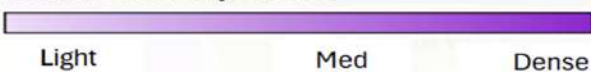


Worker Density Per Tier

Tier 01&02



Tier All Other Zip Codes



Labor Force Participation by Gender



FEMALE

4%

96%



MALE

Labor Force Participation by Race and Ethnicity

CAUCASIAN 49%

NOT SPECIFIED 28%

HISPANIC 16%

AFRICAN AMERICAN 4%

ASIAN 1%

PACIFIC ISLANDER 1%

NATIVE AMERICAN 0%

THE **NOT SPECIFIED** CATEGORY MAKES UP ROUGHLY ONE QUARTER OF THE PARTICIPTION NUMBERS. THIS COULD HAVE CONSIDERABLE INFLUENCE ON PARTICIPATION PERCENTAGES .

Priority Hire Hours per Month

	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Trend
Tier 01&02 Zip	4,370	5,308	6,472	6,161	8,673	8,426	7,979	6,672	6,543	6,414	
Tier All Other Zip	12,376	13,403	17,618	16,601	18,172	17,056	14,636	13,277	12,998	14,059	
TOTAL HRS	16,746	18,711	24,090	22,761	26,845	25,482	22,615	19,950	19,541	20,474	



TYEE HIGH SCHOOL  
REPLACEMENT PROJECT  
COMMUNITY WORKFORCE AGREEMENT  
Priority Hire (PH) Statistics  
As of End of February 2025



PH Wages  
Earned  
\$4,167,064

Total Project Wages Earned \$15,223,833



PH Total  
Hours  
73,830

Total Project Hours 262,693



PH Apprentice  
Participation  
5.8%

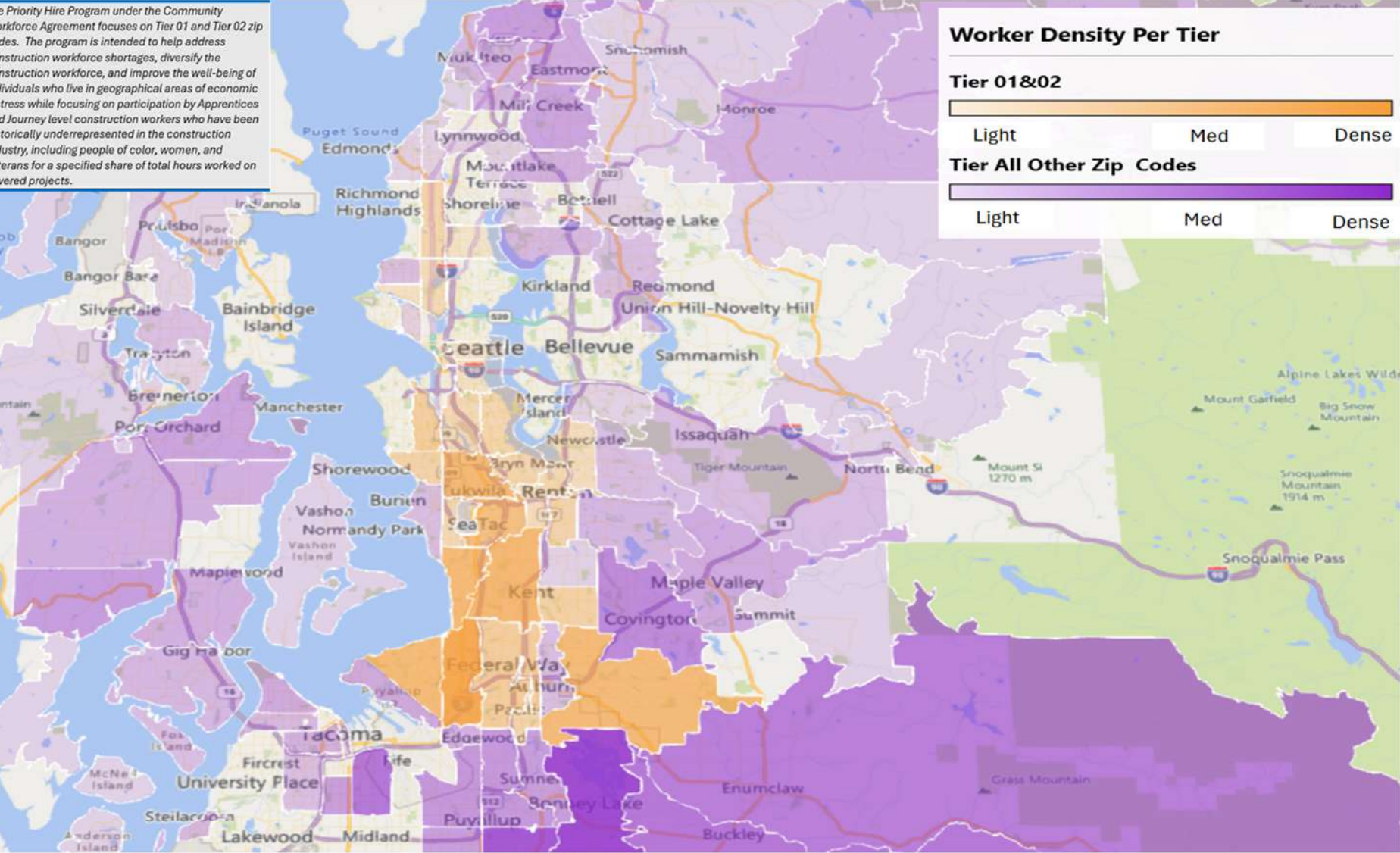
AP Hours 15,240 | Goal 3%



PH Journeyman  
Participation  
22.3%

JM Hours 58,660 | Goal 7%

The Priority Hire Program under the Community Workforce Agreement focuses on Tier 01 and Tier 02 zip codes. The program is intended to help address construction workforce shortages, diversify the construction workforce, and improve the well-being of individuals who live in geographical areas of economic distress while focusing on participation by Apprentices and Journey level construction workers who have been historically underrepresented in the construction industry, including people of color, women, and veterans for a specified share of total hours worked on covered projects.



Labor Force Participation by Gender



FEMALE

3%

97%



MALE

Labor Force Participation by Race and Ethnicity

CAUCASIAN 48%

NOT SPECIFIED 28%

HISPANIC 16%

AFRICAN AMERICAN 5%

ASIAN 2%

PACIFIC ISLANDER 1%

NATIVE AMERICAN 0%

THE **NOT SPECIFIED** CATEGORY MAKES UP ROUGHLY ONE QUARTER OF THE PARTICIPTION NUMBERS. THIS COULD HAVE CONSIDERABLE INFLUENCE ON PARTICIPTION PERCENTAGES .

Priority Hire Hours per Month

	24-May	24-Jun	24-Jul	24-Aug	24-Sep	24-Oct	24-Nov	24-Dec	25-Jan	25-Feb	Trend
Tier 01&02 Zip	2,032	4,370	5,308	6,472	6,150	8,665	8,426	7,975	6,629	5,562	
Tier All Other Zip	8,128	12,376	13,356	17,574	16,591	18,156	17,051	14,636	13,142	10,774	
TOTAL HRS	10,160	16,746	18,663	24,046	22,741	26,821	25,477	22,611	19,771	16,336	



# New Business

## Project Spotlight





# PROJECT SPOTLIGHT

## Q&A

WITH  
**CURTISTINE BILLUPS**  
JOURNEYMAN PIPE FITTER

**Q: WHAT INSPIRED YOU TO PURSUE A CAREER IN CONSTRUCTION, AND WHAT DO YOU LOVE MOST ABOUT YOUR WORK?**

**A:** I've wanted to be in construction since I was young—playing with dump trucks instead of dolls. But in the '70s, women weren't encouraged to enter the trades, so I was steered toward healthcare, where I worked for 24 years. With my mom's encouragement, I pursued welding at 40 and joined an apprenticeship at 44. Now, as a pipefitter with Betchart Mechanical, I love building things that last. Walking into a building and knowing I contributed to it is an amazing feeling.

**Q: WHAT HAS BEEN YOUR MOST MEMORABLE OR PROUDEST MOMENT ON THIS JOB SITE?**

**A:** One of my proudest moments was installing copper piping for hot and cold water. I didn't have a print at first, but I

figured out the branch lines on my own—and I got everything perfect! Math isn't my strong suit, so that was a really **rewarding** achievement.

**Q: WHAT CHALLENGES HAVE YOU FACED AS A WOMAN IN CONSTRUCTION, AND HOW HAVE YOU OVERCOME THEM?**

**A:** When I started, I was in a less diverse union, and some older men didn't believe women should be in the trades. They felt the industry had “gone downhill” because of us. My mom always told me never to let anyone treat me as a second-class citizen or mess with my money. So, I let them talk, but I worked hard one day, I might be their boss!

**Q: WHAT ADVICE WOULD YOU GIVE WOMEN CONSIDERING A CAREER IN THE TRADES?**

**A:** Be strong-minded and speak up. Women who stand up for

themselves get labeled but don't let that shrink you into a corner. Hold your head up, stand your ground, and prove you belong.

**Q: HOW DO YOU THINK THE CONSTRUCTION INDUSTRY IS EVOLVING FOR WOMEN, AND WHAT CHANGES WOULD YOU LIKE TO SEE IN THE FUTURE?**

**A:** One improvement is that we now have women's restrooms on job sites! Also, younger men entering the industry are more aware of how to communicate professionally. However, I'd love to see more women of color in the trades—there just aren't enough of us. Representation matters, and I hope more young women see this as a viable career path.





# PROJECT SPOTLIGHT

## Q&A

WITH

**MALINDA EZELL**

**HEAVY EQUIPMENT OPERATOR**



**Q: WHAT INSPIRED YOU TO PURSUE A CAREER IN CONSTRUCTION, AND WHAT DO YOU LOVE MOST ABOUT YOUR WORK?**

**A:** I was drawn to construction because of my fascination with heavy equipment and the way things are built. I love working outdoors, staying active, and constantly learning new skills. I never wanted a desk job—I like moving, staying busy, and jumping from one thing to another. My company (Pivetta Brothers) has been great about letting me operate different machines and learn various aspects of the trade, which keeps things exciting.

**Q: WHAT HAS BEEN YOUR MOST MEMORABLE OR PROUDEST MOMENT ON THIS JOB SITE?**

**A:** Helping with the footings of a building was a standout moment for me. I learned how to prepare the ground properly and install footings, which was an entirely new experience. Being part of the foundational stage of construction was both

challenging and rewarding.

**Q: WHAT CHALLENGES HAVE YOU FACED AS A WOMAN IN CONSTRUCTION, AND HOW HAVE YOU OVERCOME THEM?**

**A:** Honestly, I haven't faced many challenges. The teams I've worked with have been very supportive. Of course, women aren't as physically strong as men, but working with heavy equipment allows me to work smarter, not harder. If there's something I physically can't lift, I use machinery or ask for help. As long as you show a strong work ethic, people respect you.

**Q: WHAT ADVICE WOULD YOU GIVE TO YOUNG WOMEN CONSIDERING A CAREER IN THE TRADES?**

**A:** If construction is something you want to do, go for it! Speak up about your goals—tell your foreman or superintendent what you want to learn. A good leader will help you achieve your goals, but they need to know what you're aiming for.

Don't be afraid to voice your ambitions or concerns just because there are men around. You're part of the team, and your voice matters.

**Q: HOW DO YOU THINK THE CONSTRUCTION INDUSTRY IS EVOLVING FOR WOMEN, AND WHAT CHANGES WOULD YOU LIKE TO SEE IN THE FUTURE?**

**A:** I've definitely seen more women entering the industry, and that's great! I think every woman's experience depends on the company they work for—some places are more welcoming than others. Personally, I have no complaints, but I'd love to see more young women start early. If this is your passion, begin an apprenticeship right out of high school so you can build a solid career and a great future.





**See ya!!!**