

Collective Bargaining Agreement

Between

Association of North Mason School Administrators

And

The North Mason School District No. 403

July 1, 2022 - June 30, 2024

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I. MANAGEMENT TEAM MEMBERSHIP

It is understood that the administrative staff and the Superintendent are members of the Management Team. It is recognized that all Management Team members have a leadership role in the management of the school district. It is expected that all members of the Management Team be active participants in the management of the district.

II. SALARIES & LENGTH OF WORK YEAR

The Board of Directors recognizes the importance of having quality administrators. To this end, the Board agrees to pay administrative staff a salary that attracts and retains individuals for administrative positions. Administrative staff representatives and Superintendent or Board representatives shall meet and confer annually to review administrative compensation (see Appendix A.)

Placement on Salary Schedule: All experience, in the position hired, will count "year for year" (as long as .5 FTE or higher).

Each year of experience as "Dean of Students" (or similar), at an FTE of 0.5 or greater, will count as one half year experience when moving to an Assistant Principal's position.

Each year of experience as "Dean of Students," (or similar) and/or Assistant Principal, at an FTE of 0.5 or greater, will count as one-half year experience when moving to a Principal's position.

Each year of experience as non-administrative "District Program Coordinator," (or similar), at an FTE of 0.5 or greater, will count as one-half year experience when moving to a Director position.

Work Days: All administrators will work the number of days listed in the salary schedule. All administrators will submit a work calendar in June for the upcoming school year which will be signed by the administrator's direct supervisor. Any changes to the schedule must have prior approval. An administrator may work weekend days, and/or work days during holiday periods with direct supervisor approval.

Inclement Weather & Power Outages: On the first day of a school closure due to inclement weather, it is a responsibility of the principal or designee to ensure student and building safety. On days when school is closed, building administrators will report to work at a time that allows for safe travel from home to school.

When school is cancelled for multiple days administrators may request from the Superintendent to work from home or to change their calendar.

Per Diem: Per Diem pay shall be determined by dividing the annual salary by the number of assigned work days.

2022-2023 schedule

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Days
High School Principal	\$148,795	\$150,776	\$152,757	\$154,738	\$156,719	\$158,700	\$160,681	220
Middle School Principal	\$139,630	\$141,487	\$143,344	\$145,201	\$147,058	\$148,915	\$150,772	218
ALE Directo/Alt Principal/CTE	\$133,305	\$135,164	\$137,023	\$138,882	\$140,741	\$142,600	\$144,459	216
Elementary Principal	\$133,305	\$135,164	\$137,023	\$138,882	\$140,741	\$142,600	\$144,459	216
High School Assistant Principal	\$130,680	\$132,735	\$134,790	\$136,845	\$138,900	\$140,955	\$143,010	216
HS/District Athletic Director	\$130,680	\$132,735	\$134,790	\$136,845	\$138,900	\$140,955	\$143,010	216
Assistant Director of Inclusive Learning	\$133,305	\$135,164	\$137,023	\$138,882	\$140,741	\$142,600	\$144,459	216
Middle School Assistant Principal	\$124,769	\$126,680	\$128,591	\$130,502	\$132,413	\$134,324	\$136,235	216
Elementary Assistant Principal	\$119,976	\$121,649	\$123,322	\$124,995	\$126,668	\$128,341	\$130,014	216

For the 2023-2024 school year, the 2022-2023 salary schedule shall be increased by the state-funded inflationary adjustment, or 2% whichever is greater.

III. BENEFITS:

A. Retirement:

1. Certificated administrators shall belong to the Teachers' Retirement System. All rules and regulations pertaining to the state retirement systems shall apply.
2. Certificated administrators who officially announce their retirement by February 1, of the year they retire, are eligible for an additional five days per diem pay for transition work. A supplemental contract for this work will be issued by the district and a work schedule will be developed with the superintendent.

B. Sick Leave

1. **Accrual of Sick Leave** – All administrators shall receive 12 days of temporary disability leave (sick leave) annually. Temporary disability leave shall be accumulative within the limits of state law.
2. **Conversion of Accumulated Sick Leave** – In January of the year following any year in which a minimum of sixty (60) days of injury or illness leave is accrued, and each January thereafter, any eligible member may exercise and option either; 1) to receive remuneration for unused leave for illness or injury accumulated in the previous year at a rate equal to one day's monetary compensation of the member for each four (4) full days accrued leave for illness or injury in excess of sixty (60) days, OR 2) to add that year's sick leave to the staff member's accumulated sick leave. Such leave for which the member has received compensation shall be deducted from accumulated sick leave at the rate of four (4) days for every one (1) day's monetary compensation.

An eligible member or his/her estate at the time of separation of employment due to retirement or death shall receive remuneration at a rate equal to one (1) day's current monetary compensation of the member for each four (4) full days accrued leave for illness or injury. Such leave shall be accrued at the rate of not more than one (1) day per month.

* For the purposes of this provision, retirement shall be defined as when an employee is eligible to receive benefits under the Washington State Department of Retirement Systems. (TRS, or PERS, or SERS)

C. Personal Leave – Up to two (2) days of personal leave will be allowed annually. Up to four (4) personal leave days may be accrued. Such leave shall be approved by the individual's supervisor. Up to two (2) days of personal leave may be cashed out at per diem.

D. Bereavement Leave — Upon employee request an employee may use up to five (5) days of leave per occurrence for a death in the employee's immediate family or household. Such leave is without a loss of pay but is not accumulative. The immediate household shall also be defined as all people living in the same family unit but not necessarily relatives. The immediate family shall be defined to also include a person the employees has had in "in loco

parentis” relationship.

An employee may use up to three (3) days of leave per occurrence for the death of any other family member or person of significant relationship.

E. Family Illness Leave – Accrued temporary sick leave may be used for illness or injury to a member of an administrator's family of such nature that the administrator's presence is considered necessary or justifiable.

E. Medical Insurance Coverage – The district shall provide the State-funded medical amount on an FTE basis per month for each member enrolled in a District-approved group insurance plan. The district will contribute the State-funded amount per FTE per month for payment toward basic health insurance premium costs. Such funds shall be pooled consistent with state law. The District HCA is capped at \$36.36 per FTE for the K-12 retirement subsidy contingent on the NMEA agreement. District HCA for administrators shall rise at the same rate as that of the teachers.

F. Professional/Personal Growth

I. Professional Dues: District will pay for each ANMSA member an annual membership to the Association Washington School Principals (AWSP).

II. Service Organization Dues: The District will pay dues for one service organization within the North Mason School District community when approved by their supervisor.

III. Annual state conference: The district may choose to pay the registration and expenses for all administrators to attend an annual state conference as part of professional growth for the group as a whole.

IV. Personal/Professional Growth: Administrators with outstanding Personal Professional Growth balances at the end of the 2018-19 contract year may carry over this balance for use during the 2019-20 year.

H. Longevity Incentive – Beginning with the 2016-2017 school year after twenty (20) years of full-time certificated experience the District will pay two (2) additional days at per diem. After 7 consecutive years in the North Mason School District the District will pay one (1) additional day at per diem; after 14 consecutive years of consecutive in the North Mason School District the District will pay one (1) additional day at per diem; and after 21 consecutive years of experience in the North Mason School District the District will pay an additional one (1) day at per diem.

I. STIPEND – A \$2,500 stipend per year shall be paid in recognition of attaining a doctoral degree.

IV. INDIVIDUAL CONTRACT RENEWAL - Any certificated administrator whose contract is not being renewed will be notified of such action by May 15.

V. CONTRACT OPENERS - This agreement may be reopened and modified at any time during its term upon mutual, written consent of the parties.

VI. LOSS OF REVENUE – If the District suffers a significant decrease in budgeted revenues both parties agree to meet to discuss wages.

AUTHORIZED SIGNATURES

ASSOCIATION OF NORTH MASON
SCHOOL ADMINISTRATORS

NORTH MASON SCHOOL DISTRICT

BY: _____

Dana Rosenbach, Superintendent

DATE: _____

DATE: _____