

**AGREEMENT**

**by and between**

**THE BOARD OF EDUCATION  
OF THE  
FEDERAL WAY PUBLIC SCHOOLS,  
DISTRICT NO. 210**

**and the**

**ASSOCIATION OF FEDERAL WAY SCHOOL  
PRINCIPALS**

**Effective July 1, 2008 - June 30, 2011**

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# **FEDERAL WAY PUBLIC SCHOOLS, DISTRICT NO. 210**

## **PRINCIPALS' CONTRACT**

**JULY 1, 2008 - JUNE 30, 2011**

### **PREAMBLE**

The Federal Way Public Schools (hereinafter "the District") recognizes the Association of Federal Way School Principals (hereinafter "the Association") as the exclusive body to represent the collective interests of its members, the principals and assistant principals in the Federal Way Public Schools. The following provisions reflect the agreements reached and the policies of the District regarding the rights and responsibilities of the District's principals. This Agreement and any subsequent related agreements or amendments reflect the intent of the District and are the outcome of joint "meet and confer" meetings between the District and representatives of the Association.

### **SECTION 1 – DEFINITION OF TERMS**

When used hereinafter, the term "Building Administrator" shall refer to all Assistant Principals and Principals who hold administrative credentials.

### **SECTION 2 – DURATION**

The parties hereto have agreed that the term of this contract shall be for three (3) years, commencing with July 1, 2008, and terminating at midnight on June 30, 2011. Salaries and benefits may be open for discussion by either the Association or the District.

### **SECTION 3 – INDIVIDUAL CONTRACTS**

A Building Administrator's individual contract shall be for one (1) year, commencing normally on July 1, and ending June 30 of each year.

#### **SECTION 3.1 – WORK YEAR**

The work year for Building Administrators shall be 223 workdays. This number will also be used to determine the per diem rate of pay for Building Administrators.

### **SECTION 3.2 – SALARIES**

Building Administrators' salaries will be paid according to the attached salary schedule (Appendix A) which goes into effect on July 1, 2008. Salaries will be increased by .5% in year one (1) of this contract as a means to keep salaries above market midpoint and near the upper 1/3 of salaries paid in the agreed upon comparison School Districts. In addition, the Board will provide an annual cost-of-living increase to the extent funded by the legislature and distributed to other employee groups in the District.

This arrangement can be opened to renegotiation by either the Association or the District in the case of levy failure and/or legal or legislative punitive action.

### **SECTION 3.3 – VACATION/HOLIDAYS**

The Building Administrator shall receive twenty-five (25) days of vacation annually, and twelve (12) paid holidays (New Year's Day, Martin Luther King's Birthday Observance, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Day After Thanksgiving, Day before Christmas, Christmas Day, and a "floating" holiday (either the day after Christmas or the day before or after the 4th of July).

1. Vacation shall be earned by the Building Administrator at the rate of 2.083 days per month.
2. Unused vacation may be carried over from one contract year to the next, provided the total accumulation of a Building Administrator shall not exceed thirty (30) days on September 1 of each calendar year. Days will be rolled back if over thirty (30).
3. Except for Association members enrolled in the Teachers Retirement System (TRS) Plan 1, Association members may elect to cashout up to five (5) vacation days at the per diem rate. In all cases, to be eligible for cashout, the member must maintain a minimum balance of eighty (80) vacation hours after the cash out.
  - 3.1 TRS Plan 1 Association members, in lieu of vacation cash out, may submit documented days of additional work, up to a maximum of five (5) days.
4. On terminating employment with the District or upon retirement, the Building Administrator is to be paid for accumulated leave up to, but not to exceed, thirty (30) days with such leave to be only those annual leave days earned, but not taken during that two years immediately preceding the termination or retirement date.
5. Unused vacation shall be paid to the Building Administrator at the per diem rate of his/her salary upon leaving the District or retiring.

### **SECTION 3.4 – INSURANCE CONTRIBUTION**

The Board agrees to provide a monthly contribution in the amount that is the maximum amount allotted by the state, less carve out to members under the jurisdiction of this bargaining unit and who elect to participate in any District-

approved insurance plan. The Board agrees to provide a \$33.55 per fte per month contribution to the health care pool. It is agreed that the established cost of the monthly premium for the District-approved dental plan shall be paid first out of the District's contributions. Other District-approved insurance programs shall be available to Building Administrators for utilization of full benefits. Any portion of the dollar amount contributed by the District not utilized by the employee towards District-approved insurance programs will not be provided the employee as any other form of compensation.

#### **SECTION 4 – PROFESSIONAL DEVELOPMENT**

The District will make available \$2,600.00 for each building principal and assistant principal with administrative credentials for:

- (1) Professional Organization Dues
- (2) Subscriptions, Professional Materials, Books
- (3) Conferences (includes travel, lodging, and meals)
- (4) Course Work, Workshops.

Administrators will focus the expenditure of these funds to advance State Goals, the District Strategic Plan, Building Learning Plans, Grade Level Expectations and Leadership Development. Items 3 and 4 require prior approval by the Superintendent or designee. Up to \$500.00 of unspent professional development funds may be carried over to the succeeding contract year.

#### **SECTION 5 – ILLNESS AND INJURY BENEFITS**

All Building Administrators shall receive twelve (12) illness and injury units per contract year. Illness and injury units are cumulative from contract year to contract year, up to a maximum of one hundred eighty (180). One unit of illness and injury credit equals the length of one (1) workday.

The District will comply with the illness or injury annual and retirement cash-out program as now adopted or hereafter amended by the Legislature. Conversion of illness and injury absence units will be allowed only to the extent authorized by the law for such persons. Should the Legislature revoke any of the benefits under the law, no Building Administrator will be entitled to receive those benefits as a contractual right.

#### **SECTION 6 – PERSONAL PROPERTY INSURANCE**

The District will reimburse building administrators who suffer loss or damage to their personal property used in the performance of their job. The Executive Director of Human Resources and the President of the AFWSP will establish criteria and procedures to implement the program. Each approved claim will be paid to the amount of actual damage or loss not covered by 3rd parties, but in no event shall the payment exceed \$500.00.

**SECTION 7 – COMPLETE AGREEMENT**

The above items will constitute the complete agreement between the Association of Federal Way School Principals and the Board of Education of the Federal Way School District. The parties mutually agree that to the extent the District violates state salary regulations by the compensation package contained herein, and to avoid the consequences of a penalty whether financial or not, the District at its option may reduce compensation (salary or fringe benefits) to the extent necessary to bring the District into compliance.

The compensation adjustments reflected in the 2008-2011 salary schedule were made by using information gathered from selected Districts (Auburn, Bethel, Highline, Kent, Puyallup, and Renton). Nothing contained herein shall require or preclude gathering data from these Districts in the future or compel or restrict future compensation determinations to these districts. The parties recognize that subsequent talks will have to reach a conclusion based on all information known at that time. It is agreed that decisions regarding compensation and benefits made after the Agreement is ratified by the District and the Association do not preclude the alteration of the Agreement. Such alteration will be done through Letters of Agreement.

**SIGNATURES**

FOR THE DISTRICT:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Date

FOR THE ASSOCIATION:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Date

## APPENDIX A: SALARY SCHEDULE

	<u>Middle School</u> <u>Assistants</u>	<u>High School</u> <u>Assistants</u>	<u>Elementary</u> <u>Principals</u>	<u>Middle School</u> <u>Principals</u>	<u>High School</u> <u>Principals</u>
<b>2008-2009</b>	<b>\$97,885</b>	<b>\$102,642</b>	<b>\$104,420</b>	<b>\$108,260</b>	<b>\$117,160</b>
<small>(These figures include 4.4% COLA and an additional . 5%)</small>					