

Letter of Agreement

By and Between

**Federal Way Public Schools, District #210
and
The Association of Federal Way School Principals**

In the current negotiated Agreement, the parties agreed that "for year (3) three (2021-2022) the District agrees to conduct a market survey and adjust compensation, in order to make general increases or to make targeted adjustments for groups whose salary is out of sync with comparable districts". Based on the data and the shared interest of retaining and attracting the best Principals in a sustainable and affordable manner, the parties agree to the following salary adjustments for the 2021-22 school year, effective July 1, 2021:

- Increase all salaries by the Implicit Price Deflator (IPD) which is 2%.
- Increase base salaries for Elementary Principals by 1%.
- Increase base salaries for Middle School and High School Principals and Assistant Principals by 2%.
- Adjust salaries for K-8, FWPA, TAF, and Truman, maintaining current relationship between levels.
- Set longevity steps at 3% above previous step.
- Add a 10-year longevity step following same parameters in current negotiated agreement.
- Allow a 100% carryover for Professional Development money.

This Agreement is in effect through the 2021-22 school year.



For FWPS Principals
Kris Rennie, Principal President

6/22/21

Date



For Federal Way Public Schools
Dr. Tammy Campbell, Superintendent

June 23, 2021

Date