

GRANITE FALLS SCHOOL DISTRICT ADMINISTRATIVE SALARY SCHEDULE AND BENEFIT PACKAGE 2018-2021

The following conditions and benefits govern the employment terms for the administrators covered by this agreement during the 2018-19, 2019-2020, and 2020-2021 school years.

DURATION

This agreement shall be in effect from July 1, 2018 through June 30, 2021. Negotiations between parties on a successor Agreement shall begin within sixty (60) days prior to the contract expiration date.

GENERAL TERMS

All items in the contract are calculated and based upon a 1.0 FTE. All items will be prorated for administrators that work less than full time.

REOPENER

This Agreement may be reopened with mutual consent upon the written request of either party or when the school district experiences financial reductions due to a drop in enrollment, legislative actions, IRS rulings, or a double levy failure. Any modifications to the Agreement will be negotiated and require the mutual consent of both parties.

FEDERAL AND STATE COMPLIANCE

Both parties acknowledge the necessity for the school district to comply with state and federal provisions that impact administrative compensation, benefits, and contract language. Consequently, Agreements that fall out of alignment will be cause for a reopener so that modifications that will bring the school district into compliance can be negotiated.

SALARY SCHEDULE

The current salary schedule will be maintained and may be reconsidered after the legislatures have finished the state budget for the next year.

All administrative experience shall be applicable in determining placement on the schedule. It is the intent of the parties to flow-through State funded salary improvement, cost-of-living adjustments, and other negotiated salary increases equal to those given to other certified staff.

CONTRACT LENGTH & CALENDAR

Contract Length: July 1, 2018 through June 30, 2021

13.0 holidays
25.0 vacation days
222.0 work days

PER DIEM RATE FORMULA

Per Diem rates will be calculated by dividing an individual administrator’s salary, as specified in the 2018-19 Salary Schedule, by 222 Days which is based upon 260 Days – 13 Holidays – 25 Vacation days.

VACATION

Each year an administrator will earn twenty-five (25) vacation days. Vacation will be taken on non-student days unless prior approval has been obtained from the superintendent. The use of vacation days shall be documented and reported to the superintendent on a monthly basis.

Vacation Cash Out

Administrators have the option of buying back up to ten (10) unused vacation days in the last month of the school year. Vacation days are cashed out at the calculated per diem rate.

Unused Vacation Days

The accumulation of unused vacation is limited to 30 (after the deduction of cash out days) unless circumstances—such as serving on a bargaining team or spearheading a special project—makes it difficult to take vacation leave. In these cases, more than thirty (30) days may be carried over subject to the approval of the superintendent. Accumulated vacation may be taken in a subsequent year, provided no more than four (4) weeks of continuous vacation may be permitted. Any deviation must be approved by the superintendent in writing.

Vacation Day Compensation at Termination of Employment

Unused vacation days are to be compensated upon termination of employment to the extent applicable law(s) may provide. This compensation, which will be limited to 30 days, shall be provided at the end of the last month of the departing administrator’s service.

HOLIDAYS

Holidays will be those recognized by the District:

- | | |
|------------------------|------------------------|
| New Year’s Day | Thanksgiving Day |
| Martin Luther King Day | Day after Thanksgiving |
| Presidents’ Day | Christmas Eve Day |
| Memorial Day | Christmas Day |
| Independence Day | Day after Christmas |
| Labor Day | New Year’s Eve Day |
| Veterans’ Day | |

LEAVE

Administrators shall annually receive twelve (12) sick and three (3) personal leave days. Unused personal days may be accumulated up to five (5) days. Other leaves such as emergency, bereavement, and family leave may be granted by the superintendent.

The district recognizes that administrators work more days during the school year which may include weekends and holidays. Documentation to the superintendent during the year allows for up to five (5) flex days. These days are to be taken on nonstudent days with prior approval from the superintendent.

NEGOTIATION ISSUES

Administrators will have the opportunity to provide input into negotiations with certificated and classified employee groups.

HEALTH BENEFITS

The District shall provide WEA Select for full medical (including prescriptions), dental, and vision care for administrators and their family. The cost will be covered by the school district except for the 1% portion that state or federal regulations require administrators to assume. If the administrator chooses a different insurance package or provider, the district will contribute the benefit amount listed above to that preferred plan.

In the event the State implements a School Employee Benefits Board (SEBB) during the term of this agreement, the parties shall negotiate the contracted impacts as a result of this change.

VEBA

The District hereby adopts the VEBA III Sick Leave Conversion Medical Reimbursement Plan (the 'Plan') pursuant to RCW 28A.400.210 and agrees to make contributions to the Plan on behalf of all employees in the group who are eligible to participate in the Plan by reason of having excess sick leave conversion rights. Contributions on behalf of each eligible employee shall be based on the conversion value of sick leave days accrued by such employee available for contribution on an annual basis and at retirement in accordance with the statute. It is understood that all eligible employees will be required to sign and submit to the District a hold harmless agreement complying with the statute. If an eligible employee fails to sign and submit such agreement to the District, s/he will not be permitted to participate in the Plan at any time during the term of this Plan, and any and all excess sick leave which in the absence of this Plan would accrue to such employee during the term hereof shall be forfeited together with all cash conversion rights that pertain to such excess sick leave.

Retirement Sick Leave Conversion: For purposes of retirement contributions to the Plan, all employees covered by this Plan who retire during the term hereof shall be eligible, and excess sick leave shall be defined as the unused sick leave days accruing to credit of such employee from the date of this plan.

Annual Sick Leave Conversion: Eligibility for participation on an annual basis is limited to employees who have accumulated 180 days of unused sick leave. To be eligible during the term of the Plan, an employee must have earned at least 180 days of unused sick leave as of the effective date of this Plan.

Administrative group participants have agreed to contribute \$100 per month into a VEBA account as a payroll deduction. Contributions will be prorated for administrators that work less than full time.

MEMBERSHIP DUES

The District will pay membership dues for an administrator two (2) state or national administrative organization of his/her choice. Should an organization have an adopted affiliate dues structure that includes local, state, and national dues, the District will pay the umbrella membership dues.

PROFESSIONAL DEVELOPMENT (PD)

The school district will allocate \$3,000 for professional development for each administrator. The use of the money will be determined by each administrator and the superintendent including teacher evaluation training and his/her own personal growth and development. Expenditures may include educational materials, books, audio and video material, classes, conferences, tuition, computer, and computer software. Equipment and materials purchased with the professional development money shall remain the property of Granite Falls School District, but will follow the administrator within the District.

The administrator may accumulate up to \$6,000 which allows for the administrator to enter a graduate program, further certification, or professional development plan preapproved by the superintendent. Administrators may also donate half of their annual allocation to another administrator once every three years.

NATIONAL CONFERENCE ATTENDANCE

The school district will pay for two administrators to attend a national conference on a four year rotating schedule.

TRAVEL

Travel necessitated by professional development activities will be reimbursed from the administrators' PD allocation and from available grant funds. Other out-of-town district travel will be paid for by the program or building associated with the reason for travel.

Out of district travel will be calculated at the state rate for mileage reimbursement.

BUILDING SCHOOL CLIMATE AND CULTURE

The district encourages the administrators to have incentives and celebrations for staff. The administrator has access to \$500 each year to spend for this purpose.

ADMINISTRATORS' SALARY SCHEDULE

See Appendix A

Linda Hall, Superintendent

David Bianchini, Administration

Sign/Date

Sign/Date

Appendix A**2018/19 Administrator Schedule**

11.5% + \$600 Tech Rolled into salary

Move Alternative Principal into Middle School column

	High School Principal and Executive Directors	Elementary / Middle & Alternative School Principals & Program Directors	High School Assistant Principal	Elementary / Middle School Assistant Principal
0	\$ 126,558	\$ 120,777	\$ 117,038	\$ 113,236
1	\$ 129,078	\$ 123,177	\$ 119,365	\$ 115,487
2	\$ 131,648	\$ 125,626	\$ 121,739	\$ 117,784
3	\$ 134,266	\$ 128,127	\$ 124,161	\$ 120,127
4	\$ 136,940	\$ 130,674	\$ 126,631	\$ 122,514
5	\$ 139,664	\$ 133,276	\$ 129,149	\$ 124,951
6	\$ 142,445	\$ 135,929	\$ 131,719	\$ 127,434
7	\$ 145,280	\$ 138,632	\$ 134,340	\$ 129,971

2019/20 Administrator Schedule

3.90%

	High School Principal and Executive Directors	Elementary / Middle & Alternative School Principals & Program Directors	High School Assistant Principal	Elementary / Middle School Assistant Principal
0	\$ 131,494	\$ 125,487	\$ 121,603	\$ 117,652
1	\$ 134,112	\$ 127,981	\$ 124,020	\$ 119,991
2	\$ 136,782	\$ 130,525	\$ 126,487	\$ 122,378
3	\$ 139,502	\$ 133,124	\$ 129,003	\$ 124,812
4	\$ 142,280	\$ 135,770	\$ 131,569	\$ 127,292
5	\$ 145,111	\$ 138,474	\$ 134,186	\$ 129,824
6	\$ 148,000	\$ 141,230	\$ 136,856	\$ 132,404
7	\$ 150,946	\$ 144,039	\$ 139,579	\$ 135,040
8	\$ 153,965	\$ 146,920	\$ 142,370	\$ 137,741

2020/21 Administrator Schedule

3.10%

	High School Principal and Executive Directors	Elementary / Middle & Alternative School Principals & Program Directors	High School Assistant Principal	Elementary / Middle School Assistant Principal
0	\$ 135,570	\$ 129,377	\$ 125,372	\$ 121,299
1	\$ 138,269	\$ 131,949	\$ 127,865	\$ 123,711
2	\$ 141,023	\$ 134,572	\$ 130,408	\$ 126,171
3	\$ 143,827	\$ 137,251	\$ 133,002	\$ 128,681
4	\$ 146,691	\$ 139,979	\$ 135,648	\$ 131,238
5	\$ 149,609	\$ 142,766	\$ 138,346	\$ 133,849
6	\$ 152,588	\$ 145,608	\$ 141,099	\$ 136,509
7	\$ 155,625	\$ 148,504	\$ 143,906	\$ 139,226
8	\$ 161,663	\$ 154,266	\$ 149,489	\$ 144,628
9	\$ 164,896	\$ 157,351	\$ 152,479	\$ 147,520
10	\$ 168,194	\$ 160,498	\$ 155,528	\$ 150,471

Effective 21/22