

**GRANITE FALLS SCHOOL DISTRICT
ADMINISTRATIVE SALARY SCHEDULE AND BENEFIT PACKAGE
2021-22**

The following conditions and benefits govern the employment terms for the administrators covered by this agreement during the 2021-2022 school year.

DURATION

This agreement shall be in effect from July 1, 2021 through June 30, 2022. 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 2021-22 salary schedule will be increased by IPD which is 2.0%.

When determining placement on the salary schedule, administrative experience will be considered along with the discretion of the Superintendent. It is the intent of the parties to flow through the state funded inflationary factor (IPD).

CONTRACT LENGTH & CALENDAR

Contract Length: July 1, 2021 through June 30, 2022

14.0 holidays
30.0 vacation days
216.0 work days

PER DIEM RATE FORMULA

Per Diem rates will be calculated by dividing an individual administrator's salary, as specified in the 2021-22 Salary Schedule, by 216 Days which is based upon 260 Days – 14 Holidays – 30 Vacation days.

VACATION

Each year an administrator will earn a total of thirty (30) vacation days, five (5) of which are in recognition of the extra time worked during the school year which may include weekends and/or holidays. Vacation will be taken on non-student days unless prior approval has been obtained from the superintendent. The request for use of vacation days will be submitted to the Superintendent through Frontline prior to the requested leave.

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	Veterans' Day
Martin Luther King Day	Thanksgiving Day
Presidents' Day	Day after Thanksgiving
Memorial Day	Christmas Eve Day
Juneteenth	Christmas Day
Independence Day	Day after Christmas
Labor Day	New Year's Eve 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. In the event that an administrator is not in attendance at the building, a request must be entered into Frontline prior to the date of the absence. Examples would include professional development, sick day, vacation, personal, conference, etc.

NEGOTIATION ISSUES

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

HEALTH BENEFITS

The State of Washington has implemented a School Employee Benefits Board (SEBB). All benefits are governed by the rules adopted by SEBB.

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 provide a \$3,000 Educational Attainment Stipend for professional development for each administrator. The use of the money shall be to further the Administrator's educational development. This stipend takes the place of any other requests for reimbursement for professional development. The stipend will be paid out monthly in 12 equal payments of \$250.00. This stipend shall be used for educational materials, books, classes, conferences, tuition, computer, computer software, and other professional development materials as needed.

NATIONAL CONFERENCE ATTENDANCE

The school district will pay for administrators to attend a national conference on a two year rotating schedule. Selection of the conference shall be mutually agreed up by the Administrator and Superintendent and subject to temporary suspension should extreme and challenging financial conditions arise.

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

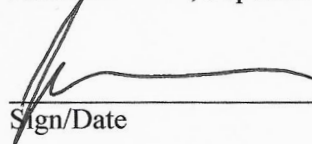
The district encourages the administrators to have incentives and celebrations for staff. The administrator has access to \$500 each year to spend for this purpose.

ADMINISTRATORS' SALARY SCHEDULE

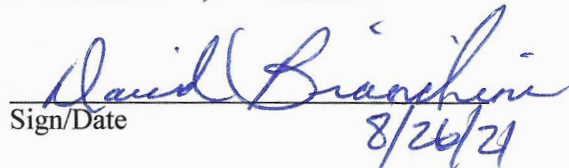
Any Administrator hired or employed prior to the ratification of this agreement shall remain in their current (20-21) lane while employed in their 20-21 position.

See Appendix A

Josh Middleton, Superintendent

 8/24/21
Sign/Date

David Bianchini, Administration

 8/26/21
Sign/Date

Appendix A

	High School Principal, Executive Directors, Asst. Super	Middle School / DO Directors / Alternative Principal	High School Assistant Principal / TPEP Director	Middle School Assistant	Elementary	Elementary Assistant
0	\$ 141,501	\$ 135,037	\$ 130,857	\$ 118,951	\$ 127,154	\$ 114,849
1	\$ 144,318	\$ 137,721	\$ 133,458	\$ 121,330	\$ 129,697	\$ 117,146
2	\$ 147,191	\$ 140,458	\$ 136,113	\$ 123,756	\$ 132,291	\$ 119,489
3	\$ 150,119	\$ 143,255	\$ 138,820	\$ 126,231	\$ 134,937	\$ 121,878
4	\$ 153,108	\$ 146,102	\$ 141,582	\$ 128,756	\$ 137,636	\$ 124,316
5	\$ 156,154	\$ 149,012	\$ 144,398	\$ 131,331	\$ 140,388	\$ 126,802
6	\$ 159,263	\$ 151,977	\$ 147,271	\$ 133,958	\$ 143,196	\$ 129,338
7	\$ 162,433	\$ 155,000	\$ 150,201	\$ 136,637	\$ 146,060	\$ 131,925
8	\$ 165,682	\$ 158,100	\$ 153,205	\$ 139,369	\$ 148,981	\$ 134,564
9	\$ 168,995	\$ 161,262	\$ 156,269	\$ 142,157	\$ 151,961	\$ 137,255
10	\$ 172,375	\$ 164,488	\$ 159,394	\$ 145,000	\$ 155,000	\$ 140,000