

## Bargaining Agreement

between

Bainbridge Island School District

and

Bainbridge Island Principals' Association

July 1, 2019 – June 30, 2022

The following provisions have been agreed upon between the Board of Directors and the Bainbridge Island Principals' Association. This agreement is intended as an addendum to any terms and conditions that are included in individual principal contracts. These provisions are in effect until changed by written mutual agreement during the period of the bargaining agreement or until the end of the agreement when it is formally renegotiated.

1. Work Year

The work year for all principals will be 260 days, including 218 work days, 12 holidays and 30 vacation days. The work year will commence on July 1 and end on June 30 the following year.

2. Holidays

The following holidays will be observed: New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, the day after Thanksgiving Day, Christmas Eve Day, Christmas Day and New Year' Eve Day.

3. Vacation Days

Employees will be granted 30 days of vacation each year. A minimum of fifteen (15) vacation days must be used per year. Up to thirty (30) days of unused vacation may be carried forward from one contract year to another, provided that the employee does not end any contract period with more than thirty (30) accumulated vacation days. Should the employee have more than thirty (30) days of vacation accrued, said employee may buy back annually up to five (5) days of such leave. Payment will be at the per diem rate of 1/218 of the employee's salary at the time of conversion.

4. Leaves

In accordance with established District practices, as well as applicable laws and the rules/regulations set forth by the Board of Directors, employees will be provided the following leaves:

- a) Sick leave; twelve (12) days accrued annually.
- b) Emergency leave; two (2) days annually, not subject to carryover.

- c) Bereavement leave; five (5) days for immediate family members and one (1) day otherwise.
- d) Maternity leave; up to thirty (30) days for normal childbirth or up to forty (40) days for Caesarian childbirth, to be deducted from accrued sick leave. Up to ten (10) days of sick leave may be used for paternity leave when partners have given birth to a child.
- e) Adoption leave; up to twenty (20) days to be deducted from accrued sickleave; with up to four (4) days additional for travel, observation or legal needs, to be deducted from accrued sick leave.
- f) Personal leave; five (5) days with carryover of up to a maximum of five (5) days.
- g) Court appearance leave; as a subpoenaed witness or for jury duty.
- h) General leave of absence; non-compensated and for reasons of merit.
- i) Military leave; scheduled outside the student attendance calendar, as possible.

#### 5. Other Paid Benefits

- a) The current state pass-through and health care carve-out for family medical, dental, and vision insurance.
- b) A budget of \$2,400.00 annually for professional growth activities (PGA). PGA funds may also be used to purchase technology and for internet smart phone reimbursement. PGA funds may be rolled up to \$8,100. Up to \$1000 of unused PGA funds may be converted to pay at the end of the contract year.
- c) Annual membership in ASCD/WASCD and dues for one professional organization as approved by the District.
- d) Teacher evaluation stipend of \$3500 for on-time completion of evaluations using eVAL tool.
- e) New principal mentor stipend. An internal principal appointed as mentor receives \$1000 and the mentee receives \$500 based on regular monthly meetings with ongoing feedback and support. If an outside mentor is provided, only the mentee will receive a stipend of \$500.
- f) Stipend of \$1200 annually for those principals holding a doctoral degree.
- g) Stipend of \$4000 for principals and \$3000 for associate principals annually for professional responsibility.
- h) Compensation for special projects that require a significant amount of time above and beyond the typical job expectations for a principal (e.g., committees, bargaining, building projects, etc.) with the approval of direct supervisor.
- i) Reimbursement for transportation using the employee's personal vehicle while performing official duties outside the school district boundaries during employment as a principal at the standard Internal Revenue Service reimbursement rate.

#### 6. Additional Provisions

Employees will be allowed to participate in the District's Attendance Incentive Program (sick leave buy-back) as authorized by law. At the request of the employee and in accordance with applicable laws, the District may also periodically withhold and transfer an amount of salary, as determined by the employer, to permit participation in a tax-deferred annuity program.

7. Compensation

2019-20 Salary Schedule – Building Administrators

Principal, High School	\$157,927
Principal, Middle School	\$150,638
Principal Intermediate School	\$148,130
Principal Elementary School	\$145,356
Principal, Options School	\$145,356
Associate Principal, High School	\$139,572
Associate Principal, Middle School	\$130,802
Associate Principal, Elementary and Intermediate School	\$127,032
Ph.D. Stipend	\$1200

For the 2017-18 and 2018-19 contract years, the schedule will be increased by 3.0% above any state pass-through amount.

**Levy Protection Language**

The District and Association agree to increase compensation on the basis of the District's levy authority in 2016. If the legislature reduces the District's levy authority or changes how levy funds may be spent, or in the event of a double levy failure in any year, the District and Association agree to meet and negotiate regarding the amount of compensation impacted by the legislative change. Nothing bargained may violate compensation limitations imposed by state law or subject the District to a state funding penalty. If an agreement cannot be reached, the District shall have no obligation to continue pay above the 2016-17 compensation rate.