

Collective Bargaining Agreement

Between

Snoqualmie Valley School District

and

Snoqualmie Valley Principals' Association

2012-2015

The Snoqualmie Valley Principals' Association and the Board of Directors of the Snoqualmie Valley School District No. 410 hereby agree to the terms described below for the 2012-13, 2013-14, and 2014-15 school years.

1. PROFESSIONAL DEVELOPMENT

- 1.1 Principals desiring to take college credit courses workshops and/or classes related to their professional improvement plan may do so with the approval of the Superintendent and will be reimbursed for tuition, fees and books up to five (5) credits per year or the equivalent number of clock hours or a combination thereof not to exceed the equivalent of five (5) credits per year (tuition rate not to exceed U of W hourly Graduate level tuition rate). The application for the Professional Development must state the activity and anticipated outcome(s). Any funds not utilized in one contract year may be carried over to the ensuing year. The cumulative total carried over for multiple years cannot exceed a balance of \$2,000 in any given year.
- 1.2 With the approval of the Superintendent, principals may be released from their regular work day in order to engage in the aforementioned courses or workshops.
- 1.3 Professional growth opportunities shall be paid by the District if participation is requested by the Superintendent.

2. LEAVES

Administrators shall be entitled to the same leave provisions in numbers and approval systems as provided to certificated staff with the following modifications:

- 2.1 Unused sick leave will accumulate to the maximum allowed by law.
- 2.2 Two (2) additional personal emergency leave days may be granted at the discretion of the Superintendent.
- 2.3 Jury Duty and Subpoena Leave
Leaves of absence with pay shall be granted for jury duty. Any compensation received for jury duty performed on contracted days, other than for travel or miscellaneous expenses, shall be returned to the District. The employee shall notify the District when notification to serve on jury duty is received.

Leaves of absence with pay may be granted when an employee is subpoenaed to appear in a court of law, provided the proceeding does not result from his/her contractual relationship with the District. If any witness fees are paid, that amount shall be deducted from the employee's SVPA regular pay.
- 2.4 Sick Leave Cashout
 - 2.4.1 Any employee who shall have accumulated in excess of sixty (60) days of unused sick leave at the end of the previous calendar year, may elect to convert unused days from the previous years 12 days sick leave at 25 per cent of their per diem rate. Any such election shall be made by written notice to the District business office during the month of January. Any such annual conversion of accumulated sick leave shall be subject to the terms and limitations of applicable law.
 - 2.4.2 Any employee who shall retire or die while employed by the District may elect (personally or by personal representative as appropriate) to convert the maximum accumulated unused sick leave days as allowed by Washington State Law.

3. SALARIES

The attached Principals Salary Schedule (Exhibit #1), is developed using the following methodology:

- A. The midpoint salary using current year's SIRS data is calculated between the 3rd and 4th highest salary in the "High" column of the 11 District comparison group for each job category. (Exhibit #3). **Note:** If one of the districts in the 11 district comparison group does not report to SIRS, there current year's salary data will be obtained by personal contact, internet, etc.
- B. The midpoint figure between the 3rd and 4th highest salary for each job category is increased by the percentage authorized by the Washington State Legislature for the following year for administrative salaries.
- C. The percentage increase between the current Step 4 salary and the next year's Step 4 salary in each category is calculated, and that percentage is applied to each step and for each category to produce the new salary schedule.

3.1 Increments shall be awarded where due

3.2 An additional \$1200.00 will be granted to each administrator possessing a doctor degree.

3.3 Longevity stipend: A one-time payment as follows:

\$ 750.00	(10-15 years)
\$1,000.00	(16-20 years)
\$1,250.00	(21-25 years)
\$1,500.00	(over 25 years)

- The longevity stipend will be paid only once during each five (5) year period.
- Years of service to be calculated as a building administrator.
- Implementation will begin with the 1993-94 school year for those qualifying administrators.
- Payment is to be made in one lump sum or spread over the twelve month compensation cycle.

3.4 The District will provide one stipend for the administrative team at a school undergoing remodeling. The following chart and notes specify the conditions of the construction stipends.

3.5 Cost of Construction Project At Bid Award

\$500,000 to \$1,000,000	(\$1,500 stipend)
\$1,000,000 to \$3,000,000	(\$2,200 stipend)
\$3,000,000 to \$6,000,000	(\$3,000 stipend)
\$6,000,000 to \$12,000,000	(\$3,750 stipend)
\$12,000,000 +	(\$4,500 stipend)

Notes:

1. Stipend paid when "notice to proceed" is approved.
2. Paid from Capital Projects Funds.

4. INSURANCE

4.3 The District shall pay per month per employee for insurance premiums for health care and such other insurance benefits as may be permitted by law.

4.4 Liability Insurance

Principals and assistant principals shall be covered for all activities arising from their employment. Insurance coverage amounts are the Puget Sound Risk Management Pool limits.

Assistant Principal at Twin Fall Middle School

Schedule C: 2014-2015
Principal at Fall City Elementary School
Principal at Snoqualmie Elementary School
Principal at North Bend Elementary School
Assistant Principals at Mount Si High School
Principal at Chief Kanim Middle School
Assistant Principal at Snoqualmie Middle School
Principal at Twin Falls Middle School

7.6 If, for reason of illness or other extenuating circumstance, an administrator is unable to attend a conference as scheduled, another administrator may substitute for him or her, with approval of the Superintendent.

Being a regional and/or state officer in a job-related organization, and/or presenter at a national conference, may also constitute criteria for consideration of attendance, with approval of the Superintendent.

7.7 Any other conditions or considerations related to attendance at national level conferences not specified above will be at the discretion of the Board of Directors.

8 DURATION

This Agreement shall be effective on July 1, 2012 and shall continue in effect through June 30, 2015.

This Agreement may be added to or amended only through mutual consent in writing.

Dated this _____ 15th day of _____ December _____, 2011.

/Greg Hart/

Greg Hart
President, Snoqualmie Valley Principals' Association

/G. Joel Aune/

G. Joel Aune
Superintendent and Secretary to the Board of Directors

SNOQUALMIE VALLEY SCHOOL DISTRICT NO. 410
PRINCIPALS' SALARY SCHEDULE
 July 1, 2011 - June 30, 2012

	HIGH SCHOOL PRINCIPAL	HIGH SCHOOL ASSOCIATE	HIGH SCHOOL ASSISTANT
YEARS EXPERIENCE	220 DAYS	210 DAYS	205 DAYS
1	108,425	98,088	95,246
2	113,479	102,608	99,515
3	118,532	107,135	103,787
4	123,729	112,008	108,234

	MIDDLE SCHOOL PRINCIPAL	MIDDLE SCHOOL ASSISTANT	ALTERNATIVE SCHOOL
YEARS EXPERIENCE	210 DAYS	205 DAYS	205 DAYS
1	99,521	90,569	90,569
2	104,103	94,694	94,694
3	108,687	98,821	98,821
4	113,396	103,349	103,349

	ELEMENTARY SCHOOL PRINCIPAL
YEARS EXPERIENCE	205 DAYS
1	95,753
2	100,165
3	104,584
4	109,341

Add \$1,200 for doctorate degree

Snoqualmie Valley School District

In-District Travel Allocation Snoqualmie Valley Principal's Association

Formula: Total miles to and from district office X four times per week.

Schools	To and From District Office
Fall City Elementary School <i>Principal's Contract 205 days = 41 weeks</i>	<i>Based on 11 miles round trip</i>
Snoqualmie Elementary School <i>Principal's Contract 205 days = 41 weeks</i>	<i>Based on 2.6 miles round trip</i>
North Bend Elementary School <i>Principal's Contract 205 days = 41 weeks</i>	<i>Based on 6.9 miles round trip</i>
Opstad Elementary School <i>Principal's Contract 205 days = 41 weeks</i>	<i>Based on 10 miles round trip</i>
Cascade View Elementary School <i>Principal's Contract 205 days = 41 weeks</i>	<i>Based on 6 miles round trip</i>
Chief Kanim Middle School <i>Principal's Contract 210 days = 42 weeks</i> <i>Assist. Principal 205 days = 41 weeks</i>	<i>Based on 12.4 miles round trip</i>
Snoqualmie Middle School <i>Principal's Contract 210 days = 42 weeks</i> <i>Assist. Principal 205 days = 41 weeks</i>	<i>Based on 2.0 miles round trip</i>
Twin Falls Middle School <i>Principal's Contract 210 days = 42 weeks</i> <i>Assist. Principal 205 days = 41 weeks</i>	<i>Based on 18.5 miles round trip</i>
Mount Si High School <i>Principal's Contract 220 days = 44 weeks</i> <i>Assist. Principal's 205 days = 41 weeks</i>	<i>Based on 2.6 miles round trip</i>
Two Rivers School <i>Assist. Principal's 205 days = 41 weeks</i>	<i>Based on 6.6 miles round trip</i>

11 Districts Used for Salary Comparisons

Enumclaw School District # 216	Monroe School District # 103
Highline School District # 401	Northshore School District #417
Issaquah School District #411	Riverview School District #407
Lake Washington School District # 414	Snoqualmie Valley School District #410
Marysville School District #25	Tahoma School District #409
Mercer Island School District #400	