

**2018-2019 Addendum**

**to the**

**2016-2019 Collective Bargaining Agreement**

**between**

**Northshore School District # 417**

**and**

**Northshore Educational Association**

**for**

**Certificated Staff**



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**2018 – 2019**

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**2018-19 Addendum  
to the  
2016-19 Collective Bargaining Agreement  
between  
Northshore School District # 417  
and  
Northshore Education Association for Certificated Staff**

It is mutually agreed that the 2018-2019 Collective Bargaining Agreement between Northshore School District No. 417 and the Northshore Education Association is hereby amended to the extent described below. Unless altered by this addendum, the Agreement shall remain in full force and effect.

**PART A**

**Certificated Salary Schedule**

For the 2018-19 school year, replace the base, supplemental days and TRI responsibility factor salary schedules in the current certificated CBA with base, professional learning and responsibility (PLR) schedules that equate to the total schedule attached. The PLR stipend compensates employees for the five supplemental contract days in the current CBA, the TRI responsibilities in the current CBA, and additional self-directed professional learning. The number of school days and supplemental work days in the current CBA remain the same.

Except as modified below, employees shall be placed on the base and PLR salary schedules in accordance with the rules for education and experience applicable to the state's Salary Allocation Model in the 2017-18 school year as reflected in Chapter 392-121 WAC and OSPI's rules applicable to the submission of the S-275 report. Experience and education recognized by the District for salary schedule placement prior to the 2018-19 school year shall continue to be recognized for the duration of the current agreement.

Employees placed in the BA+135 column of the 2017-18 salary schedule shall be placed in the MA+45 column of the 2018-19 salary schedules.

**Certificated Substitute Pay**

Increase the daily substitute rates by 10%.

**PhD Stipend**

Certificated employees with a Ph.D will be paid an additional \$2,000 on the professional learning/enrichment stipend.

**Miscellaneous Rates and Stipends**

For the 2018-19 school year, increase any stipends and activity pay rates in the certificated CBA by 3.1%.

### **Activity Director Expectations**

Review and define the current expectations for the Activity Director position. The committee shall have representation from secondary principals and the activity directors. The committee forward the results of its work to the Association and Administration Leadership Team (AALT) no later than April 1, 2019.

### **Athletic Director Extended Days**

Increase the athletic director extended days to 20 for the 2018-19 school year.

### **Clean-up Committee**

The District and Association bargaining teams shall appoint a subcommittee to review the CBA prior to April 1, 2019, and recommend clean-up edits and/or new language on the following topics in both the ESP and certificated CBAs:

- references to SAM;
- references to Junior High;
- dues deduction language (post-*Janus*);
- new employee orientation (per new state law)

The compensation identified in the paragraphs above shall be paid retroactively to the beginning of the 2018-19 school year with corrections made in the next available payroll cycle following ratification of this agreement by both parties.

## **PART B – CHANGES TO THE CONTRACT**

### **Article 9.1 amended as follows:**

- I. “Per diem” means one/one hundred eighty (1/180) or appropriate fraction thereof, of the employee’s base salary amount, multiplied by 85%.

### **Section 18.2.2 as follows:**

In this contract is a requirement for staff to remain technologically current. This stipend will include an amount equal to 4.2% of the employee’s annual base salary dependent upon continued successful passage and receipt of funds from a technology levy. The District shall offer professional development for staff in areas aligned to the current tech levy, including areas such as student information systems, progress monitoring, system-wide tools and services, implementation of BYOD, etc. Technology proficiency (including participation in

such professional development) is compensated by this stipend.

**Section 21.4.A.2.a as follows:**

Amend Section 21.4.A.2.a as follows: “Substitutes hired for twenty (20) consecutive days or longer will be placed on a non-continuing contract and paid according to their placement on the Teachers’ Salary Schedule. Substitutes for certificated employees receiving a Professional Improvement Leave (PIP) will not be placed on a non-continuing contract.” Add a new Section 21.4.A.4 that reads as follows: “Rates of pay for Fridays shall be increased by \$25 for all substitutes who are not placed on the certificated base schedule.”

**Section 52.2.9 is amended as follows:**

52.2.9 DOCUMENTED EXPERIENCE AND EDUCATION - Unless specifically exempted in this agreement or in a separate written agreement adopted by the parties, placement each year on the Prorated State Salary Schedule will be based solely on official transcripts and forms and documented experience data in the employee's file and will be in accord with criteria established by State law, WACs, and SPI guidelines for S-275 reporting.

Each employee shall be personally responsible for submitting to the District by October 1 of each year any information (official transcripts, verification of previous employment) which might affect said employee's placement on the salary schedule. The District shall be under no obligation to adjust salary schedule placement during the current year for any employee who submits information to the District after the above-mentioned October 1 deadline.

ESA employees shall be granted service credit on the certificated salary schedules for prior related non-school experience per the 2017-18 state rules in Chapter 392-121 WAC except that such years of service shall not be limited to two (2). ESA employees shall have until January 29, 2019, to submit documentation of such experience for 2018-19 salary schedule placement and the District shall adjust compensation retroactively no later than the February payroll. ESA employees who received salary schedule credit for non-school experience prior to the 2017-18 school year shall continue to receive such credit.

**TEACHERS' TOTAL SALARY SCHEDULE  
NORTSHORE SCHOOL DISTRICT  
2018 – 2019**

**SCHEDULE 29C**

**This Schedule includes SCHEDULE 29 (Base Pay)  
SCHEDULE 29B (Professional Learning and Responsibility Schedule)**

Effective September 1, 2018

		BA	BA+45	BA+90	MA	MA+45	MA+90 or PhD
	Years of Serv						
Base PLR Combined	00	48,097	50,502	53,027	55,678	58,462	61,385
		11,903	12,498	13,123	13,780	14,468	15,192
		<b>60,000</b>	<b>63,000</b>	<b>66,150</b>	<b>69,458</b>	<b>72,930</b>	<b>76,577</b>
Base PLR Combined	01	49,378	51,847	54,440	57,162	60,020	63,021
		12,220	12,831	13,472	14,146	14,853	15,596
		<b>61,598</b>	<b>64,678</b>	<b>67,912</b>	<b>71,308</b>	<b>74,873</b>	<b>78,617</b>
Base PLR Combined	02	50,694	53,229	55,890	58,684	61,619	64,700
		12,545	13,172	13,832	14,524	15,249	16,011
		<b>63,239</b>	<b>66,401</b>	<b>69,722</b>	<b>73,208</b>	<b>76,868</b>	<b>80,711</b>
Base PLR Combined	03	52,044	54,647	57,379	60,248	63,260	66,423
		12,880	13,523	14,200	14,910	15,656	16,439
		<b>64,924</b>	<b>68,170</b>	<b>71,579</b>	<b>75,158</b>	<b>78,916</b>	<b>82,862</b>
Base PLR Combined	04	53,431	56,102	58,908	61,853	64,946	68,193
		13,223	13,885	14,578	15,307	16,072	16,876
		<b>66,654</b>	<b>69,987</b>	<b>73,486</b>	<b>77,160</b>	<b>81,018</b>	<b>85,069</b>
Base PLR Combined	05	54,854	57,597	60,477	63,501	66,676	70,010
		13,576	14,254	14,967	15,715	16,501	17,325
		<b>68,430</b>	<b>71,851</b>	<b>75,444</b>	<b>79,216</b>	<b>83,177</b>	<b>87,335</b>
Base PLR Combined	06	56,316	59,131	62,088	65,192	68,452	71,875
		13,937	14,634	15,365	16,134	16,940	17,787
		<b>70,253</b>	<b>73,765</b>	<b>77,453</b>	<b>81,326</b>	<b>85,392</b>	<b>89,662</b>
Base PLR Combined	07	57,816	60,707	63,742	66,929	70,276	73,789
		14,308	15,023	15,775	16,564	17,391	18,262
		<b>72,124</b>	<b>75,730</b>	<b>79,517</b>	<b>83,493</b>	<b>87,667</b>	<b>92,051</b>
Base PLR Combined	08	59,356	62,324	65,440	68,712	72,148	75,755
		14,690	15,424	16,195	17,005	17,855	18,748
		<b>74,046</b>	<b>77,748</b>	<b>81,635</b>	<b>85,717</b>	<b>90,003</b>	<b>94,503</b>
Base PLR	09	60,937	63,984	67,184	70,543	74,070	77,773
		15,081	15,835	16,626	17,458	18,331	19,248

<b>Combined</b>		<b>76,018</b>	<b>79,819</b>	<b>83,810</b>	<b>88,001</b>	<b>92,401</b>	<b>97,021</b>
Base	<b>10</b>	62,561	65,689	68,973	72,422	76,043	79,845
PLR		15,482	16,257	17,070	17,923	18,819	19,760
<b>Combined</b>		<b>78,043</b>	<b>81,946</b>	<b>86,043</b>	<b>90,345</b>	<b>94,862</b>	<b>99,605</b>
Base	<b>11</b>	64,228	67,439	70,811	74,351	78,069	81,972
PLR		15,895	16,690	17,524	18,401	19,320	20,287
<b>Combined</b>		<b>80,123</b>	<b>84,129</b>	<b>88,335</b>	<b>92,752</b>	<b>97,389</b>	<b>102,259</b>
Base	<b>12</b>	65,939	69,236	72,697	76,332	80,149	84,156
PLR		16,318	17,134	17,991	18,891	19,835	20,827
<b>Combined</b>		<b>82,257</b>	<b>86,370</b>	<b>90,688</b>	<b>95,223</b>	<b>99,984</b>	<b>104,983</b>
Base	<b>13</b>	65,939	71,080	74,634	78,366	82,284	86,398
PLR		16,318	17,591	18,470	19,394	20,364	21,382
<b>Combined</b>		<b>82,257</b>	<b>88,671</b>	<b>93,104</b>	<b>97,760</b>	<b>102,648</b>	<b>107,780</b>
Base	<b>14</b>	65,939	72,974	76,622	80,453	84,476	88,700
PLR		16,318	18,059	18,963	19,911	20,906	21,951
<b>Combined</b>		<b>82,257</b>	<b>91,033</b>	<b>95,585</b>	<b>100,364</b>	<b>105,382</b>	<b>110,651</b>
Base	<b>15</b>	65,939	72,974	79,687	83,672	87,855	92,248
PLR		16,318	18,059	19,721	20,707	21,743	22,829
<b>Combined</b>		<b>82,257</b>	<b>91,033</b>	<b>99,408</b>	<b>104,379</b>	<b>109,598</b>	<b>115,077</b>

**If PhD Degree has been attained 2000**

Approved by the Board of Directors on: 10/22/18

**TEACHERS' SALARY SCHEDULE  
NORTSHORE SCHOOL DISTRICT  
2018 – 2019**

**SCHEDULE 29**

Effective September 01, 2018

	<b>BA</b>	<b>BA+45</b>	<b>BA+90</b>	<b>MA</b>	<b>MA+45</b>	<b>MA+90 or PhD</b>
<b>Years</b>						
<b>00</b>	48,097	50,502	53,027	55,678	58,462	61,385
<b>01</b>	49,378	51,847	54,440	57,162	60,020	63,021
<b>02</b>	50,694	53,229	55,890	58,684	61,619	64,700
<b>03</b>	52,044	54,647	57,379	60,248	63,260	66,423
<b>04</b>	53,431	56,102	58,908	61,853	64,946	68,193
<b>05</b>	54,854	57,597	60,477	63,501	66,676	70,010
<b>06</b>	56,316	59,131	62,088	65,192	68,452	71,875
<b>07</b>	57,816	60,707	63,742	66,929	70,276	73,789
<b>08</b>	59,356	62,324	65,440	68,712	72,148	75,755
<b>09</b>	60,937	63,984	67,184	70,543	74,070	77,773
<b>10</b>	62,561	65,689	68,973	72,422	76,043	79,845
<b>11</b>	64,228	67,439	70,811	74,351	78,069	81,972
<b>12</b>	65,939	69,236	72,697	76,332	80,149	84,156
<b>13</b>	65,939	71,080	74,634	78,366	82,284	86,398
<b>14</b>	65,939	72,974	76,622	80,453	84,476	88,700
<b>15</b>	65,939	72,974	79,687	83,672	87,855	92,248

Approved by the Board of Directors on: 10/22/18



**TEACHERS' TOTAL SALARY SCHEDULE  
NORTHSHORE SCHOOL DISTRICT  
2018 – 2019**

**SCHEDULE 29B**

**Professional Learning and Responsibility Schedule**

Effective September 1, 2018

		BA	BA+45	BA+90	MA	MA+45	MA+90 or PhD
	Years of Serv						
PLR Base	<b>00</b>	10,567	11,095	11,650	12,233	12,844	13,487
5 Suppl Days		1,336	1,403	1,473	1,547	1,624	1,705
<b>PLR Total</b>		<b>11,903</b>	<b>12,498</b>	<b>13,123</b>	<b>13,780</b>	<b>14,468</b>	<b>15,192</b>
PLR Base	<b>01</b>	10,848	11,391	11,960	12,558	13,186	13,845
5 Suppl Days		1,372	1,440	1,512	1,588	1,667	1,751
<b>PLR Total</b>		<b>12,220</b>	<b>25,662</b>	<b>26,944</b>	<b>28,292</b>	<b>29,706</b>	<b>31,192</b>
PLR Base	<b>02</b>	11,137	11,693	12,279	12,894	13,537	14,214
5 Suppl Days		1,408	1,479	1,553	1,630	1,712	1,797
<b>PLR Total</b>		<b>12,545</b>	<b>13,172</b>	<b>13,832</b>	<b>14,524</b>	<b>15,249</b>	<b>16,011</b>
PLR Base	<b>03</b>	11,434	12,005	12,606	13,236	13,899	14,594
5 Suppl Days		1,446	1,518	1,594	1,674	1,757	1,845
<b>PLR Total</b>		<b>12,880</b>	<b>13,523</b>	<b>14,200</b>	<b>14,910</b>	<b>15,656</b>	<b>16,439</b>
PLR Base	<b>04</b>	11,739	12,327	12,942	13,589	14,268	14,982
5 Suppl Days		1,484	1,558	1,636	1,718	1,804	1,894
<b>PLR Total</b>		<b>13,223</b>	<b>13,885</b>	<b>14,578</b>	<b>15,307</b>	<b>16,072</b>	<b>16,876</b>
PLR Base	<b>05</b>	12,052	12,654	13,287	13,951	14,649	15,380
5 Suppl Days		1,524	1,600	1,680	1,764	1,852	1,945
<b>PLR Total</b>		<b>13,576</b>	<b>14,254</b>	<b>14,967</b>	<b>15,715</b>	<b>16,501</b>	<b>17,325</b>
PLR Base	<b>06</b>	12,373	12,991	13,640	14,323	15,039	15,790
5 Suppl Days		1,564	1,643	1,725	1,811	1,901	1,997
<b>PLR Total</b>		<b>13,937</b>	<b>14,634</b>	<b>15,365</b>	<b>16,134</b>	<b>16,940</b>	<b>17,787</b>
PLR Base	<b>07</b>	12,702	13,337	14,004	14,705	15,439	16,212
5 Suppl Days		1,606	1,686	1,771	1,859	1,952	2,050
<b>PLR Total</b>		<b>14,308</b>	<b>15,023</b>	<b>15,775</b>	<b>16,564</b>	<b>17,391</b>	<b>18,262</b>
PLR Base	<b>08</b>	13,041	13,693	14,377	15,096	15,851	16,644

5 Suppl Days		1,649	1,731	1,818	1,909	2,004	2,104
<b>PLR Total</b>		<b>14,690</b>	<b>15,424</b>	<b>16,195</b>	<b>17,005</b>	<b>17,855</b>	<b>18,748</b>
PLR Base	<b>09</b>	13,388	14,058	14,760	15,498	16,273	17,088
5 Suppl Days		1,693	1,777	1,866	1,960	2,058	2,160
<b>PLR Total</b>		<b>15,081</b>	<b>15,835</b>	<b>16,626</b>	<b>17,458</b>	<b>18,331</b>	<b>19,248</b>
PLR Base	<b>10</b>	13,744	14,432	15,154	15,911	16,707	17,542
5 Suppl Days		1,738	1,825	1,916	2,012	2,112	2,218
<b>PLR Total</b>		<b>15,482</b>	<b>16,257</b>	<b>17,070</b>	<b>17,923</b>	<b>18,819</b>	<b>19,760</b>
PLR Base	<b>11</b>	14,111	14,817	15,557	16,336	17,151	18,010
5 Suppl Days		1,784	1,873	1,967	2,065	2,169	2,277
<b>PLR Total</b>		<b>15,895</b>	<b>16,690</b>	<b>17,524</b>	<b>18,401</b>	<b>19,320</b>	<b>20,287</b>
PLR Base	<b>12</b>	14,486	15,211	15,972	16,771	17,609	18,489
5 Suppl Days		1,832	1,923	2,019	2,120	2,226	2,338
<b>PLR Total</b>		<b>16,318</b>	<b>17,134</b>	<b>17,991</b>	<b>18,891</b>	<b>19,835</b>	<b>20,827</b>
PLR Base	<b>13</b>	14,486	15,617	16,397	17,217	18,078	18,982
5 Suppl Days		1,832	1,974	2,073	2,177	2,286	2,400
<b>PLR Total</b>		<b>16,318</b>	<b>17,591</b>	<b>18,470</b>	<b>19,394</b>	<b>20,364</b>	<b>21,382</b>
PLR Base	<b>14</b>	14,486	16,032	16,835	17,676	18,559	19,487
5 Suppl Days		1,832	2,027	2,128	2,235	2,347	2,464
<b>PLR Total</b>		<b>16,318</b>	<b>18,059</b>	<b>18,963</b>	<b>19,911</b>	<b>20,906</b>	<b>21,951</b>
PLR Base	<b>15</b>	14,486	16,032	17,507	18,383	19,303	20,267
5 Suppl Days		1,832	2,027	2,214	2,324	2,440	2,562
<b>PLR Total</b>		<b>16,318</b>	<b>18,059</b>	<b>19,721</b>	<b>20,707</b>	<b>21,743</b>	<b>22,829</b>

**If PhD Degree has been attained 2000**

Approved by the Board on: 10/22/18

**2018-19 Addendum  
to the  
2016-19 Collective Bargaining Agreement  
between  
Northshore School District # 417  
and  
Northshore Education Association for Certificated Staff**

**SIGNATURE PAGE**

Dated and signed this \_\_\_\_\_ day of October, 2018.

FOR THE ASSOCIATION

FOR THE DISTRICT

\_\_\_\_\_  
Timothy Brittell, President - NSEA

By: \_\_\_\_\_  
Dr. Michelle Reid, Superintendent  
On behalf of the Board of Directors

I certify that this agreement was approved  
by the District's Board of Directors at its  
meeting on October 22, 2018.

\_\_\_\_\_  
Paul Dillon, Chief Bargainer

\_\_\_\_\_  
Duggan Harman, Deputy Superintendent

Association (NSEA/ESP) Team Members:

Joanne Allen  
Gail Bauman  
Nancy Celms  
Paul Dillon  
Suzanne Ducotey  
Anne Davidson  
Kelly Griffin  
Judy Harkess  
Patrick Holmes  
Val Morris-Lent  
Janice Rendahl  
Kimberly Rodriguez  
Karyn Sullivan  
Janet Tamura  
Jon VandeMoortel

District Team Members:

Doug Hale  
Tracy Patterson  
Buzz Porter (Attorney)