

Renton School District
Renton Principal Association
2021-2024

RENTON SCHOOL DISTRICT NO. 403
RENTON PRINCIPALS ASSOCIATION (RPA)
SALARY AND BENEFIT IMPLEMENTATION
July 1, 2021 – June 30, 2024

1. The salary and benefits contained herein cover those Certificated Administrators represented by the RPA:

For 2021-22, base salaries are increased by two percent 2.0%, the salary inflationary adjustment (IPD).

For 2022-23 and 2023-24, the parties shall meet and confer to establish the salary rates for each of these years.

2. Placement in range, step and days will be determined by the Superintendent with consideration for present salary level, comparable raises, and job responsibilities.
3. Basic salaries will be paid as shown on the attached Salary Schedule A. Administrators who are authorized for qualifying new duties may receive an additional stipend upon pre-approval by the Assistant Superintendent(s) for Business Services and Human Resources, with final approval by the Superintendent.

If the legislature and/or the Office of the Superintendent of Public Instruction take action during the term of this contract which would impact the provisions of this schedule, then, upon review, the provisions may be modified by the Board of Directors.

4. Salaries are based on a 260-standard work year, to include twenty-seven (27) vacation days and fourteen (14) holidays. Administrators may accrue vacation up to a limit of three hundred twenty (320) hours (40 days). No Administrator or his/her estate shall receive reimbursement at the time of termination or death for more than two hundred forty (240) hours of accrued vacation, calculated at the per diem rate of two hundred nineteen (219) days to determine one (1) day's monetary compensation.

Administrators who have been unable to use their vacation accruals due to work demands, up to eleven (11) days of unused vacation shall be paid annually upon request in April at the per diem rate based on the year-to-date accrual. Administrators must maintain a minimum balance of eighty (80) hours at the time of cash out in order to be eligible.

However, no more than a maximum of 30 days (240 hours) of unused vacation days may be cashed out in any year upon retirement, death, or termination at per diem on a first in, first out, basis. The District may make financial adjustment to avoid penalty,

legal restraint, or excess compensation billing from the Washington State Retirement System.

5. (a) It is a shared philosophy that building administrators commit many hours beyond the work day and week to be effective instructional leaders. It is the administrators' priority to be present in the buildings during school work days. In prior agreements, Renton Principals had "on-call" days; in consideration and exchange for eliminating the "on-call" days, building administrators do not record vacation time for any absences on non-school days when they are able to work remotely between September through June 30 of each year. In circumstances where administrators find a compelling need to be absent during a school work day, they are eligible for up to three (3) days of vacation each year that may be taken during student days, contingent upon available administrative coverage. Such vacation time shall be recorded for student days. Requests to use this time should be made to his/her supervisor at least two (2) weeks prior to the event to arrange building coverage. To build future leadership skills, good faith efforts shall be considered in collaboration with the RPA leadership to provide internal coverage for the absence. Requests for special circumstances will be reviewed and the decision made by the Chief of Schools and Human Resources.

(b) In order to be eligible for the terms of section 5(a) above, administrators must work the entire school year, and not be on a formal leave of absence. In addition, administrators must maintain a minimum balance of eighty (80) sick leave hours.

6. Assistant Principals shall arrange for any absences through their principal, consistent with Section 5(a) and 5(b) above.
7. Sick leave shall be reported for any absence of one full day or more.

For 2021-22 only, in the event an employee is medically required to quarantine or isolate as a result of a COVID exposure at work, as determined through Contact Tracing, the district may provide remote work. In the event that the District cannot provide remote work, paid leave will be provided for the duration of the quarantine/isolation period consistent with the current CDC guidelines, but no more than ten (10) work days per occurrence.

In the case that an unknown exposure (as described in "COVID exposure outside of work") is ultimately determined to have been an exposure at work, if an employee used sick leave to voluntarily quarantine, that leave will be restored to the date of quarantine.

If an employee is unable to work remotely as a result of COVID symptoms, paid leave will be provided for the duration of the quarantine/isolation period consistent with the current CDC guidelines, but no more than ten (10) work days per occurrence.

8. Building administrators participating in advanced degree programs are eligible for up to five (5) District paid days per year for that work. Time required beyond five (5) days shall be charged to vacation time. Requests for this leave shall be made at least two (2) weeks in advance and approved by the supervisor.

The Association and the District are firmly committed to keeping administrative coverage costs to a minimum and agree to pre-arrange internal coverage arrangements for mutual benefit.

To arrange for administrative coverage, the requesting building administrator shall:

- a. Contact all building administrators for voluntary coverage (ex: Assistant Principals, Principals).
 - b. Pre-arrange with Assistant Superintendent for Human Resources for substitute administrative coverage.
9. Benefits. Effective January 1, 2020, by Legislative Action, the District is required to provide health insurance and other benefits including, but not limited to, Dependent Care Assistance Program, life insurance and accidental death and dismemberment insurance, long term disability insurance and Medical Flexible Spending Arrangement to all employees through the School Employees Benefits Board (SEBB). The District will comply with the SEBB requirements as set out in state law and Health Care Authority (HCA) rules and regulations, these include, but are not limited to, the following: Eligibility requirements, Plan offerings, premium rates and employee contributions and district payments for employer contribution(s).
 10. Sick leave provided and not taken shall accumulate from year to year up to a maximum of 180 days for the purpose of sick leave buy back, and for leave purposes up to a maximum of the number of days in the Administrator's contract. Such accumulated time may be taken at any time during the school year, or up to twelve (12) days per year may be used for the purpose of payments of unused sick leave.

In January of the year following any year in which a minimum of sixty (60) days of leave for illness or injury is accrued, and each January thereafter, any eligible Administrator may exercise an option to receive remuneration for unused leave for illness or injury accumulated in the previous year at a rate equal to one day's monetary compensation of the Administrator for each four (4) full days of accrued leave for illness or injury in excess of sixty (60) days. Leave for illness or injury for which compensation has been received shall be deducted from accrued leave for illness or injury at the rate of four (4) days for every one (1) day's monetary compensation. **PROVIDED**, that no Administrator may receive compensation under this section for any portion of leave for illness or injury accumulated at a rate in excess of one (1) day per month.

At the time of separation from school district employment, an eligible Administrator will receive non-monetary remuneration at a rate equal to one (1) day's current monetary compensation of the Administrator for each four (4) full days accrued leave for illness or injury up to a maximum of 180 days in the form of post-retirement medical benefits as provided by VEBA III or another qualifying program offered by the District. At the time of separation from school district employment due to death, an eligible Administrator's estate may receive remuneration at a rate equal to one (1) day's current monetary compensation of the Administrator for each four (4) full day's accrued leave for illness or injury up to a maximum of 180 days.

For purposes of this paragraph, the Administrator's annual salary shall be divided by two hundred nineteen (219) to determine one day's monetary compensation.

Should the legislature revoke any benefits granted under this section, no affected Administrator shall be entitled thereafter to receive such benefits as a matter of contractual right.

11. The District will reimburse approved mileage at the current Internal Revenue Service rate for out-of-district travel.
12. Staff Development
 - 12.1 Each full-time Administrator may receive staff development funds up to a maximum of \$2,500 per year. Said funds shall be used for professional memberships, tuition reimbursement, conferences/workshop attendance and related travel expenses or other professional development activities as approved by the Superintendent. Said funds shall be available on a pro-rata basis for less than full-time Administrators. In addition, the District shall pay for each Administrator to be a member of AWSP. RPA and Human Resources shall collaborate to transition the 2020-2021 accumulated funds to the new annual amount.
 - 12.2 Administrators who do not fully utilize their individually designated funds may request to transfer that unused portion in any year to another Administrator for professional development uses. Such requests shall be made to the Administrator's evaluator. The evaluator, in conjunction with the Assistant Superintendent for Human Resources, shall decide whether the transfer request shall be granted, taking into account the requesting Administrator's professional development needs, the needs of the receiving Administrator, and the mutual interests of the Association and District in promoting quality leadership.
 - 12.3 The District and the Association firmly believe that continuing and extended professional development promotes the individual growth of the Administrators and promotes high standards in quality leadership that the District and the

Association hold as mutual interests. To that end, the District shall make a \$10,330 grant available annually for use by Administrators for particularized professional development needs that exceed the individually provided allocation. Examples include tuition reimbursement for advanced degree in educational administration; opportunities to present at professional organizations; particularized professional development needs that meet the educational interests of the District and the Administrator, etc.

The parties intend that the grant shall be distributed to Administrators who apply and provide supporting rationale for the request for this additional professional development support. The Association President and the Assistant Superintendent for Human Resources shall meet at mutually established times to review and approve the grant requests. The parties shall use criteria for distribution based upon meeting the mutual interests of the District and Association expressed herein. A quarterly report shall be prepared and made available to the Association listing expenditures and amounts remaining in said pool. Individual administrators may not receive educational assistance in excess of \$5,250 per calendar year pursuant to IRS regulations. See Policy and Procedure 5205, Staff Educational Assistance Plan.

- 12.4 All requests for reimbursement for staff development activities, including receipts and appropriate documentation, if any, shall be submitted to the Business Services Office no later than September 15 for activities from the prior school year.
13. The District or its insurer will reimburse Administrators for any certified loss of, or damage to, personal vehicles used in the course of duty when such loss or damage is willfully and maliciously inflicted by persons on or off school premises while the Administrator is on duty, subject to the following conditions:
 - 13.1 The Administrator must file with the Business Manager a notice of loss within ten (10) days and a claim for reimbursement within forty-five (45) days after the loss or damage.
 - 13.2 The Administrator must file a District security report and a report with the appropriate police department not later than the business day following the incident.
 - 13.3 The Administrator must present verification from his/her supervisor that the Administrator was on duty on the date and time of the incident.
14. Technology Stipend Support.

The Technology Stipend Support of 24 hours continues in for the duration of this agreement for technology acquisition and implementation.

15. Any provisions of this agreement may be reopened during its term for change(s), deletion(s) or amendment(s) only by the mutual consent of both parties.

Signed this 26th day of May, 2021.

RENTON SCHOOL DISTRICT

RENTON PRINCIPAL ASSOCIATION-

/s/ Damien Pattenaude

/s/ Dr. Love

Superintendent

RPA President

APPENDIX A

RENTON SCHOOL DISTRICT NO.403

RENTON PRINCIPALS ASSOCIATION (RPA) SALARY SCHEDULE

July 1, 2021 – June 30, 2022

	BASE SALARY	24 TECH HOURS	HOURLY PER DIEM
HIGH SCHOOL PRINCIPAL	\$170,729	\$2,338.80	\$97.45
HIGH SCHOOL ASSISTANT PRINCIPAL	\$150,189	\$2,057.28	\$85.72
TALLEY SR. HIGH SCHOOL PRINCIPAL (ALTERNATIVE)	\$160,379	\$2,196.96	\$91.54
TALLEY SR. HIGH SCHOOL ASST. PRIN. (ALTERNATIVE)	\$144,019	\$1,972.80	\$82.20
MIDDLE SCHOOL PRINCIPAL	\$160,379	\$2,196.96	\$91.54
MIDDLE SCHOOL ASSISTANT PRINCIPAL	\$144,019	\$1,972.80	\$82.20
ELEMENTARY SCHOOL PRINCIPAL	\$153,427	\$2,101.68	\$87.57
ELEMENTARY SCHOOL ASSISTANT PRINCIPAL	\$130,520	\$1,788.00	\$74.50

Notes:

1. 2% base salary increase from 2020-2021
2. Doctoral Degree stipend paid at \$5,000
3. 24 Technology Hours paid on supplemental stipend at hourly per diem
4. Hourly per diem is calculated based on 219 days