

# Employment Agreement

Between

South Whidbey School District No. 206

And

South Whidbey School District Principal's  
Association

2025-2028

Draft

## **PREAMBLE AND DURATION**

This Agreement is entered into by and between the **South Whidbey School District Principal's Association** and the **South Whidbey School District**.

This Agreement shall be effective as of the 1st day of July 2025 and shall continue in effect, unless otherwise stipulated herein, until the 30th day of June 2028.

**South Whidbey Principal's Association**

**South Whidbey School Dist. Board of Directors**

By:

Principal Representative

By:

Board President

By:

Principal Representative

By:

Superintendent

## **RECOGNITION AND COVERAGE OF AGREEMENT**

### **Terms**

South Whidbey School District Board of Directors hereinafter referred to as “the Board,” recognizes the South Whidbey School District Principals, hereinafter referred to as “the Association,” as the exclusive representative of all principals and assistant principals of the South Whidbey School District #206, hereinafter referred to as “the District”.

As of July 1, 2012, the Position of Director of Alternative Programs will be included in the unit.

### **Negotiation Procedure**

The Association shall indicate its intent to negotiate a successor agreement in writing, to the superintendent in the spring preceding the expiration of the existing contract. Following the presentation of the proposal to the superintendent, the Association shall have the right to meet, confer, and negotiate under RCA 28A 41.59.080(7).

If a member reaches the top step of the salary schedule, the parties agree to reopen negotiations regarding the salary of this individual position, in the spring preceding the schedule move beyond the top step.

## **SALARY AND BENEFITS**

### **Salaries and Supplemental Contract**

The salary schedule for 2025-2026 is attached as Appendix A. The 2026-2027 salary schedule will adjust all 25-26 cells with an increase of IPD plus 1.5%. The 2027-2028 salary schedule will adjust all 26-27 cells with an increase of IPD plus 2.5%.

1. Initial placement of a new administrator will be at Step 0. Exceptions may be made at the discretion of the superintendent to account for previous administrative experience or other qualifying factors. Administrators who are promoted will be placed minimally at the step in the new category they would have earned had they not been promoted.
2. Advancement to the next experience step will occur annually, unless the overall annual evaluation of the administrator’s performance is unsatisfactory. Any administrator affected will be notified no later than May 15th.
3. Projects outside of the normal scope of administrator duties that are mutually agreed upon by the Superintendent and the administrator will be examined and compensated, subject to approval by the Board, via a stipend based upon the length, extent, and complexity of the project.

**Length of Contract:** 220 work days per year, 8 hours per day, no vacation days.

The District recognizes that the building administrators' work day and contract length, present time demands which frequently require extended work hours and the need for a flexible work schedule to fulfill the requirements of their job. Administrators acknowledge the expectation to normally be present during school time, and otherwise perform managerial and administrative responsibilities, as circumstances require, including responding to emergencies as required.

The District acknowledges that the extraordinary and often irregular time commitments of administration should allow flexibility in scheduling work hours and days.

### **Professional Development & Professional Expenditures**

The district shall budget \$2,000 per year for each administrator. The purpose of this fund is for professional growth and improvement, tuition, workshops, professional conferences, professional books, materials and equipment.

Each administrator may carry their unused allocation forward one year only. Unused funds may be transferred to other administrators for professional development opportunities approved by the Superintendent.

Memberships to two (2) professional associations of the member's choice will be provided for each administrator.

Each administrator may be reimbursed up to \$300 annually for itemized, documented incidental activities and related expenditures resulting from the conduct of his/her administrative role.

### **Insurance Benefits**

Insurance benefits for medical, vision, dental, LTD and HCA will be those programs provided by SEBB.

### **LEAVES**

The length of an administrator's day shall be 8 hours per day for purposes of calculating leave.

### **Sick Leave**

Administrators under contract for the school year will receive twelve (12) days of sick leave. Sick leave is accumulative from year to year. Sick leave shall be with full pay for the purposes of illness, injury, and emergencies which are suddenly precipitated problems which are of such a nature that preplanning was not possible or could not have relieved the necessity for the member's absence.

Bereavement leave, subject to a maximum of five days per year, will provide time for the member to attend to arrangements for and/or attend services of individuals included in the following description: Spouse, father, mother, parent, son, daughter, sister, brother, relative who is a member of the household, or other immediate family including, but not limited to son-in-law, daughter-in-law, father-in-law, mother-in-law, brother-in-law, sister-in-law, grandparents, grandchildren, aunts, uncles, and cousins, or a close personal friend.

Administrators shall have the right to cash-out unused personal illness leave (sick leave) in accordance with provisions of RCW 28A.400.210.

### **Public Service Leave**

Leave with pay will be granted for jury duty, and non-employee related court subpoenas. Military responsibilities for short term training for those with military reserve status will be recognized. Military leave in excess of two (2) weeks will require the employee to apply for and the District to grant a leave of absence and the employee will have full rights to the position which was vacated.

### **Personal Leave**

Up to four (4) days personal leave, with pay, may be granted to each employee each year. Unused days shall accumulate from year to year up to a total of six (6) days. Bargaining unit members may choose to receive compensation for unused personal days at their previous year's per diem rate based on a base contract of 1760 annual hours.

A request for leave shall be made to the immediate supervisor prior to the intended use. The administrator must report the leave taken to Payroll at the end of the month leave was used.

Request for leave of consecutive days requires prior approval by the Superintendent.

### **Other Leave**

Temporary disability-leave as provided to certificated teaching staff.

### **Administrative Coverage During Leaves/Absences**

Administrators shall provide for a system of administrative coverage in the building during their absence. Assignment will be at the discretion of the building principal and the principal will notify staff of the designee in their absence.

## **Leaves of Absence**

Nothing in this agreement shall be construed to prevent the Board or its designee from granting extended or temporary leaves based on the merits of the administrator's request.

## **EVALUATION**

Building administrators shall receive a 45 day and 90 day evaluation during their first year of employment as a building administrator or during the first year in a new position in the SWSD.

## **REDUCTION IN FORCE**

Administrative reduction in force will be determined by the Superintendent, based upon the needs of the District, employee qualifications, experience, performance, and seniority-based years of service as an administrator in the State of Washington. Should this event occur the administrator(s) affected will be notified no later than April 1st.

In the event it is necessary to reduce the number of certificated school administrators because of declining enrollment or other economic reasons, the affected administrators shall be entitled to any open teaching position based on qualifications and state service as outline in RCW 28A.67.073.

## **CONFORMITY TO LAW-SAVINGS CLAUSE**

If any provision of these agreements or any application of these agreements to any member of this association shall be found contrary to law, then such provision or application shall not be deemed valid except to the extent permitted by law; but all other provisions or applications shall continue in full force and effect. Existing policies, rules, regulations, procedures, or practices not in conflict with these agreements shall remain in full force.

No change, revision, alteration, or modification of this agreement, in whole or in part, shall be valid unless the same is ratified by both the Board and the Association and endorsed in writing thereon.

## **LEVY FAILURE**

If a double levy failure occurs during the term of this contract, the negotiation process will be reopened to discuss the total compensation and benefit package.

**APPENDIX A**  
**2025 26 DRAFT**  
**Principal's Association Salary Schedule**  
**South Whidbey School District No. 206**

Years of Experience	STEP	High School Principal	Middle School Principal	Elementary Principal/Special Education Director	High School Asst. Principal
0	1	\$175,846.95	\$165,110.08	\$163,767.33	\$157,056.65
1	2	\$177,607.90	\$166,760.33	\$165,404.25	\$158,624.90
2	3	\$179,382.18	\$168,428.00	\$167,058.60	\$160,212.63
3	4	\$181,176.95	\$170,113.10	\$168,729.35	\$161,813.68
4	5	\$182,989.15	\$171,814.60	\$170,417.53	\$163,432.15
5	6	\$184,817.75	\$173,532.50	\$172,121.08	\$165,067.03
6	7	\$186,665.83	\$175,267.83	\$173,841.03	\$166,718.30
7	8	\$188,533.38	\$177,019.55	\$175,580.45	\$168,383.93
8	9	\$190,419.38	\$178,788.70	\$177,337.30	\$170,069.03
9	10	\$192,323.83	\$180,577.33	\$179,110.55	\$171,769.50
10	11	\$194,246.73	\$182,383.38	\$180,900.20	\$173,487.40
11	12	\$196,188.08	\$184,207.88	\$182,710.35	\$175,221.70
12	13	\$198,169.58	\$186,068.38	\$184,555.72	\$176,991.44
13	14	\$200,171.09	\$187,947.67	\$186,419.74	\$178,779.05
14	15	\$202,192.82	\$189,845.94	\$188,302.58	\$180,584.72
15	16	\$204,234.97	\$191,763.39	\$190,204.43	\$182,408.63
16	17	\$206,297.74	\$193,700.20	\$192,125.50	\$184,250.95
17	18	\$208,381.35	\$195,656.57	\$194,065.97	\$186,111.89
18	19	\$210,486.00	\$197,632.70	\$196,026.03	\$187,991.62
19	20	\$212,611.91	\$199,628.79	\$198,005.89	\$189,890.33
20	21	\$214,759.29	\$201,645.04	\$200,005.75	\$191,808.23