

**Agreement between
Ferndale Principals' Association and
Ferndale School District No. 502**


2021-2024

The parties (Ferndale Principals' Association, which includes principals and assistant principals, and the Ferndale School District No. 502) agree to the schedules, salaries, life insurance, dues, and other provisions as attached hereto.

FERNDALE PRINCIPALS' ASSOCIATION

By  Date 8/4/2021

FERNDALE SCHOOL DISTRICT NO. 502

By  Date 08.04.21

In this contract, the word "principals" is used to include all building-level certificated administrators, including assistant and associate principals.

A. Duration of Contract

We agree to a three-year contract July 1, 2021-June 30, 2024.

B. Salary

The District and Ferndale Principals agree to the attached salary schedule.

The salary will be increased by:

2021-22:	6.6% (Includes 1.6 deferred in 2020-21 and 5% for 2021-22)
2022-23:	5.0%
2023-24:	4.0%

C. Standard Contract Days

All building administrators shall be on full year (260) day contracts.

With documentation, principals may count up to five (5) non-traditional workdays (weekends and/or holidays) toward their total contract days.

D. Dues and Life Insurance

In addition to annual salary, building administrators shall receive payment of (1) annual dues in the Association of Washington Principals (AWSP) and (2) term life insurance in the maximum amount allowable under new SEBB guidelines.

E. VEBA Sick Leave Conversion Medical Reimbursement Plan

The parties agree to adopt the VEBA III Sick Leave Conversion Medical Reimbursement Plan as per the Letter of Understanding between the Ferndale School District and the Ferndale Principals' Association dated July 1, 1999.

F. Allocation for Professional Development and Materials

The parties agree that there shall be a \$1000 allocation for each principal or assistant principal. This money may be used for expenditures on professional development through (1) attendance at conferences and workshops or (2) the purchase of professional materials and equipment. Professional materials and equipment shall include technology tools used for the principal's work, professional references and resources, and other such items germane to the principal's job.

These professional development funds may be rolled from one year to the next for a maximum of three years, or \$3000. Both the unspent funds and any items purchased with the funds may follow the administrator if he/she changes assignments in the district. Also, these funds may be pooled with other administrators' allocations to be used jointly as described above.

In addition to the individual allocations for professional development, the district will establish a designated fund to support each principal's attendance (up to \$3000) at a national conference once every three years.

G. Telephone Stipend

Principals will receive a \$1800 annual stipend (\$150 per month) to pay for personal cell phones. Principals are expected to supply the district with the phone number, use the cell phone for business purposes, and be accessible (at all times within reason).

H. Leave Provisions

Leave provisions shall replicate those of the teachers' collective bargaining agreement and shall be reviewed annually amongst the respective parties to this contract.

All leaves must be communicated in advance, whenever possible, to the superintendent. Any leave taken must be accounted for using the district approved calendaring system in Skyward. Principals are required to keep a calendar that accounts for all non-traditional days they work and all non-working days (vacation, personal leave, other leave).

I. Vacation

During the contracted year (July 1 – June 30) all principals will receive thirty (30) vacation days. Five (5) vacation days may be taken on days students are present as long as suitable coverage can be assured. The remainder of the vacation days must be taken only on non-student days unless a special circumstance is approved in advance by the superintendent. All plans to take vacation days must be communicated and approved by the superintendent in advance. Ten (10) vacation days may be carried over to the following year for a maximum of forty (40) vacation days on the books at any given time.

Any principal may cash out up to four (4) vacation days per year without prior approval if he/she works the extra days. The Ferndale High School principal may cash out up to seven (7) vacation days without prior approval if he/she works the extra days. (This larger number for the FHS principal recognizes his/her expanded workload.) Principals may request to cash out these vacation days in December or June by completing and submitting a Vacation Cash Out Form.

Any principal may cash out additional vacation days if the days are pre-approved by the superintendent and designated for special project(s)/work. These pre-approved extra work days may be cashed out in June.

All vacation days – those taken, those banked, and those cashed out -- MUST be accurately recorded in Skyward.

J. Professional Responsibility Stipend

A professional responsibility stipend equivalent to ten (10) day's pay at per diem rate shall be paid through a personal services contract in a lump sum on the June warrant. The days shall be accounted for by submitting a Professional Responsibility Stipend Verification Form to the superintendent by May 15 of each year.

Per diem shall be determined by dividing the principal's annual salary by 218, which is the number of work days (260 contract days – 12 holidays – 30 vacation days = 218 work days).

K. Education Stipend

The district values lifelong learning and continuing education. In recognition of continued learning by our building leaders, the district agrees to pay a \$1,000 stipend to any principal who possess/earns one of the following advanced degrees/ credentials by the first day of his/her contract year: (1) a doctoral degree; (2) a second master's degree, in addition to the one he/she was required to have to get his/her principal's credential; or (3) a superintendent's credential. An administrator who possesses more than one of these advanced degrees/credentials will be paid \$1000 for each. The stipend(s) will be awarded every year. The money will be added to the principal's annual salary and paid out in monthly installments.

L. Negotiations Stipend

Building administrators who serve on the district bargaining team charged with negotiating a new contract with FEA will receive a \$2000 stipend upon completion of the process. Building administrators who serve on the district bargaining team charged with negotiating a new contract with PSE, Teamsters, FAAA, or SEIU will receive a \$1000 stipend upon completion of the process. Building administrators must participate in at least 80% of the bargaining sessions and Labor Management meetings during the subsequent year to be eligible to receive the stipend.

M. Health Benefits

Beginning in January 2020, building administrators will transition to the new SEBB health insurance options.

N. Principal Mentoring

Building administrators will receive mentoring from a member of the executive team for not less than two years from the date of hire. If an executive administrator is unavailable to provide mentoring, arrangements will be made for an alternate mentor. If the alternate mentor is another building principal, that principal will receive a stipend for his/her service. The superintendent, executive team, and principals' group will collaborate on developing a description of mentoring services.

O. Evaluations

Each school year, all principals will be evaluated according to the state's evaluation system using the AWSF Leadership Framework.