

**COLLECTIVE BARGAINING
AGREEMENT
July 1, 2025 – June 30, 2028**



**North Thurston
Principals' Association**

And

**North Thurston
Public Schools**

The North Thurston Public Schools Board of Directors and the North Thurston Principal's Association hereby agree for the period July 1, 2025 through June 30, 2028 to the following:

1. The salary for members (Principals and Assistant Principals) of the Principals' Association shall be determined during the period as follows:
 - a. For the 2025-2026 work year, all steps in the salary schedule will be increased by three (3) percent. For subsequent years, all steps in the salary schedule will be increased by the Implicit Price Deflator increase funded by the State Legislature.
 - b. New positions will be collaboratively discussed and agreed to prior to the establishment of a salary placement on Salary Schedule Exhibit A.
2. Summer school leadership responsibilities, when performed by members of the Principals' Association, will be compensated as a responsibility stipend determined annually in collaboration with the Association prior to April 1 of years in which a summer school program is offered. The stipend will reflect the development, implementation, length and administration of the program.
3. The form of individual contracts between the North Thurston Public Schools Board of Directors and the North Thurston Principals' Association will be according to the form attached as Exhibit C.
4. Benefits will be provided North Thurston Principals' Association members during the contract period as stated in Exhibit C and for the duration of the agreement according to Exhibit D.
5. Scheduled days of employment for North Thurston Principals' Association members during the contract period as stated in Exhibit C with the understanding that annually the Superintendent or designee will establish a work day calendar in accordance with the scheduled days of employment and attach the calendar to the contract for each contract year covered under this agreement.

6. Members of the North Thurston Principals' Association may use vacation leave as follows.
 - a. Scheduled days of employment include twenty-five (25) days of paid vacation that may be accrued at the end of the contract year to a maximum of forty (40) days.
 - b. North Thurston Principals' Association members will be required to take not less than fifteen (15) days of vacation on non-school days per contract year. Vacation accounting will be on a "First-In/First-Out Basis."
 - c. During any contract year, a maximum of sixty-five (65) vacation days may be accrued.
7. Members of the North Thurston Principals' Association will furnish throughout the life of this contract a valid and appropriate certificate to act in the capacity assigned.
8. Principals in the association will be eligible each work year for professional development funds up to \$1,500.00 out of the school budget. These professional development activities should align with school and district initiatives and must be approved by their supervisor. In addition, principals may also choose to forego their membership in AWSP and may use those funds towards their individual professional development activities including tuition expenses.
9. Section (8) of this agreement will not be operative during any school year that the District has implemented a formal reduction in force due to a lack of funds, significant change in state funding and/or levy failure. If any of these conditions should occur, the parties agree to meet and discuss the impact of the lack or change in funds will have on this section of the agreement.
10. Members may request an annual stipend for the purpose of defraying the cost of a cell phone. The cell phone number must be accessible on a twenty-four-hour/seven day a week basis. The stipend amount will be \$1,500.
 - a. The phone number must be provided on an annual basis with the submission of the member contract. The stipend will be paid within 30 days of the request.
11. Members may submit monthly mileage claims to the Director of Financial Services to be reimbursed at the district-approved rate. Mileage claimed will be related to the administrator's daily duties.

Mileage for travel related to professional development and/or out of district travel will not be claimed under this section. Mileage claims must be submitted within 30 days of the end of each month.

During 2025-2028, administrators may claim up to sixteen (16) supplemental workdays beyond the 251-day work year, based on an 8-hour day.

12. The district maintains liability insurance including general liability protection and personal property coverage to protect staff. Administrators who experience a liability-related claim, property loss, or injury while carrying out assigned duties should promptly notify their direct supervisor and complete appropriate incident reports or property loss reports.
13. If any provision of this agreement or any application thereof is found contrary to law and/or state regulation, then such provision or application will be deemed not valid and subsisting except to the extent permitted by law, but all other provisions or applications herein will continue full force and effect.
14. Administrative Substitutes can be dispatched to buildings in the event the administrator(s) are absent under the following guidelines:
 - a. Sick leave use – The District will provide an administrative substitute or intern if requested by the absent principal. Principals are not required to request a substitute when using sick leave.
 - b. Vacation leave use – Vacation use during the school year is subject to approval of the Superintendent or designee. If approved, the district will provide a substitute if requested by the absent principal.
 - c. Travel required by the district – The district will provide an administrative substitute if requested by the absent principal and the travel is outside the district or local area.
 - d. No substitute provided by district – Should a principal be absent to attend an in-district or local meeting or a professional growth opportunity chosen by the member, the district will not provide an administrative substitute. Members absent for these reasons may elect to request an administrative substitute paid for utilizing the building budget or Professional Growth Funds as appropriate.

15. Duration and Reopeners: All provisions of this Agreement will be in full force and effect from July 1, 2025, through June 30, 2028. By mutual agreement, any and all parts of this Agreement may be reopened for negotiations. No change, rescission, alteration or modification of these agreements in whole or in part will be valid unless both the parties ratify the same.

For the Association:



By: Nate Grygorcewicz, President
North Thurston Principals' Association

Date: 7/21/25

For the District:



Sean Dotson, Assistant Superintendent
North Thurston Public Schools

Date: 7/21/25

Salary Schedule Exhibit A

PRINCIPAL 2025-2028 SALARY SCHEDULE

2025-2026	(3.0% increase)					
Step	Elem Asst	*Elem Prin See below	MS Asst	MS Prin	HS Asst	HS Prin
Year	09-01-0	09-02-0	09-03-0	09-04-0	09-05-0	09-06-0
1	\$135,948.65	\$156,030.37	\$146,442.53	\$166,248.05	\$153,797.99	\$176,153.85
16 days	\$10,117.11	\$11,611.56	\$10,898.05	\$12,371.95	\$11,445.43	\$13,109.12
Total	\$146,065.76	\$167,641.94	\$157,340.58	\$178,620.00	\$165,243.42	\$189,262.98
2	\$138,723.82	\$159,216.12	\$149,429.24	\$169,574.35	\$156,937.79	\$179,748.77
16 days	\$10,323.63	\$11,848.64	\$11,120.32	\$12,619.49	\$11,679.09	\$13,376.65
Total	\$149,047.45	\$171,064.76	\$160,549.56	\$182,193.84	\$168,616.89	\$193,125.42
3	\$141,554.65	\$162,464.49	\$152,479.99	\$172,966.08	\$160,138.85	\$183,418.84
16 days	\$10,534.30	\$12,090.38	\$11,347.35	\$12,871.89	\$11,917.31	\$13,649.77
Total	\$152,088.95	\$174,554.87	\$163,827.33	\$185,837.97	\$172,056.16	\$197,068.61
4	\$144,443.96	\$165,779.65	\$155,590.58	\$176,428.78	\$163,406.70	\$187,161.29
16 days	\$10,749.32	\$12,337.09	\$11,578.83	\$13,129.58	\$12,160.50	\$13,928.28
Total	\$155,193.27	\$178,116.75	\$167,169.41	\$189,558.36	\$175,567.20	\$201,089.58
5	\$147,390.31	\$169,163.03	\$158,767.97	\$179,961.08	\$166,742.76	\$190,980.29
16 days	\$10,968.58	\$12,588.88	\$11,815.29	\$13,392.45	\$12,408.76	\$14,212.49
Total	\$158,358.90	\$181,751.91	\$170,583.26	\$193,353.53	\$179,151.52	\$205,192.78
6	\$148,866.98	\$172,561.71	\$160,355.97	\$181,725.83	\$168,411.49	\$192,889.78
16 days	\$11,078.47	\$12,841.80	\$11,933.47	\$13,523.78	\$12,532.95	\$14,354.59
Total	\$159,945.45	\$185,403.51	\$172,289.44	\$195,249.62	\$180,944.44	\$207,244.37
7	\$151,844.32	\$176,012.95	\$163,563.09	\$185,293.89	\$171,779.71	\$196,747.57
16 days	\$11,300.04	\$13,098.64	\$12,172.14	\$13,789.31	\$12,783.61	\$14,641.68
Total	\$163,144.37	\$189,111.59	\$175,735.23	\$199,083.20	\$184,563.32	\$211,389.25

Substitute Principal Rate of Pay; 90% of First Step for Elementary Principal
\$140,427.33/215 Days = \$653.15

*Includes Aspire, Envision, Ignite, and Summit Principals

Exhibit B
Regionally Comparable Districts

Auburn
Battle Ground
Bellevue
Bellingham
Bethel
Central Kitsap
Central Valley
Clover Park
Everett
Highline
Issaquah
Kennewick
Marysville
Mukilteo
Northshore
Pasco
Renton
Richland
South Kitsap
Yakima

NORTH THURSTON PUBLIC SCHOOLS
305 College Street N.E., Lacey, Washington 98516

2025-26 Principal Contract

It is hereby agreed by and between the Board of Directors of North Thurston Public Schools, of Thurston County, Washington ("Board") and «First» «Last_Name» hereinafter called ("Administrator") that the Administrator shall be employed in the capacity of «Job_Type» for the period beginning **July 1, 2025** and ending **June 30, 2026** under the following terms and conditions:

1. Employment is to include 251 days of service as scheduled by the Superintendent, and the Administrator will perform the duties of said position as defined by the appropriate job description, directions of the Superintendent, the District's policies, and the laws and regulations of the state and its agencies where applicable. The 251 days includes 239 workdays and twelve (12) paid holidays to include July 4th, Labor Day, Veterans Day, Thanksgiving and the day after, Christmas Eve and Christmas Day, New Year's Day, Martin Luther King Day, Presidents Day, Memorial Day and Juneteenth.
2. Scheduled days of employment include twenty-five (25) days of paid vacation, any unused days of which may be accrued to a maximum of forty (40) days, which shall be the limit for carry-over purposes to a maximum accumulation of sixty-five (65) days. To the extent consistent with law and without causing the District any financial penalty or pension chargeback, unused vacation shall be compensable upon termination of employment with the District, at the then applicable per diem rate, to a maximum of thirty (30) days. The per diem rate will be calculated as set forth in paragraph 3. Administrators will be required to take not less than fifteen (15) days of vacation on non-school days each contract year. Vacation accounting will be on a "First-In/First-Out Basis." At the request of the Administrator, four (4) days of accrued unused vacation leave may be cashed out each year in June at the per diem rate of pay as defined in paragraph 3. Vacation leave cash-out requests must be submitted to payroll no later than June 10th of the current contract year.
3. The per diem rate of pay for this contract will be calculated by dividing the annual salary by 215 (251 workdays less 25 vacation days and 12 holidays).
4. The annual salary of the Administrator for the employment period will be **\$«Annual»**. The annual salary will hereafter be increased retroactive to the effective date of the contract on the basis of subsequent Board action consistent with the collective bargaining agreement negotiated between the District and the North Thurston Principals Association.
5. Salary will be paid in twelve (12) equal monthly installments on the last working day of each calendar month.
6. The Board will, at the request of the Administrator, in accordance with pertinent laws and policy, withhold and transfer a portion of the agreed upon salary to a tax-sheltered annuity program selected by the Administrator from among those recognized by the District.
7. The Administrator will be afforded such benefits as follows:
 - (a) Twelve (12) days of sick leave per contract year with the ability to accrue sick leave to a total of 251 days for usage. During any contract year the employee may have no more than 251 days of sick leave accumulated if the days over and above 251 days are due to currently earned sick leave for the contract year. The ending balance of sick leave for any contract year ending June 30 shall not exceed 251 days. The District

will provide Administrators with a sick leave buy back in accordance with District policy and provisions of law, subject to the limit of 180 days.

(b) In the event of a death in the immediate family (defined as spouse, domestic partner, children, parents, sister, brother, aunt, uncle, niece, nephew, grandparents, grandchildren, step-relationships, in-law relationships, significant relationships and/or any legal custodial relationships) of the Administrator, will qualify for five (5) days of bereavement leave per occurrence which may be extended, with the approval of the Superintendent, due to distance or other extenuating circumstances.

(c) Provided that the employee is anticipated to work at least 630 hours between September 1, 2025 and August 31, 2026, the District will pay the required employer contribution for health insurance benefits to the Health Care Authority in accordance with School Employee Benefits Board (SEBB) rules and guidelines. Total insurance costs in excess of the District contribution to the Health Care Authority will be deducted from the Administrator's monthly compensation. SEBB will offer plans in the following categories:

- (1) Fully and self-insured medical plans with prescription drug benefits
- (2) Health savings accounts for high-deductible medical
- (3) Dental Insurance
- (4) Vision Insurance
- (5) Life and accidental death and dismemberment (AD&D) insurance
- (6) Long-term disability insurance
- (7) Medical Flexible Spending Arrangement (FSA)
- (8) Dependent Care Assistance Program (DCAP)

(e) Sixteen (16) supplemental workdays beyond the 251-day work year, based on an 8 hour day. If the Administrator is working less than the assignment's full time equivalent, the number of supplemental days will be prorated. The days will be paid at the Administrator's per diem rate of pay as defined in paragraph 3 above for work on weekends, holidays, or other non-scheduled workdays, or for work on regularly scheduled workdays beyond the normal school business day. The Administrator will submit documentation of the nature of the work performed and when the days or hours were worked by June 30, 2026.

8. Administrator will furnish throughout the life of this contract a valid and appropriate certificate or other required credential to act in the capacity assigned.
9. A VEBA III Plan will be made available to Administrators subject to applicable rules including a hold harmless provision with respect to any District liability.
10. The Administrator, under the direction of the Superintendent, may also choose to forego their membership in AWSP and may instead apply those funds to their individual professional development activities including tuition expenses.
11. Administrators may request an annual \$1,500 stipend for the purpose of defraying the cost of mobile phone service. The mobile device number must be accessible on a twenty-four-hour/seven day a week basis. The mobile device number must be provided on an annual basis with the submission of the administrative contract. The stipend will be paid within 30 days of the request. The Administrator will cooperate with the District in fulfilling its obligation to respond to any request for public records, as defined by RCW [42.56.010](#) (3). This cooperation includes producing any public records that exist on this cell phone or pager.

12. The Administrator will provide an automobile for the Administrator's own use in accomplishing in-district travel required by the position assigned and the Board will reimburse the Administrator for the miles traveled at the rate otherwise established as standard for the District in the case of travel in the Administrator's private vehicle.
13. Out-of-district travel approved by the Superintendent may be reimbursed the Administrator in accordance with established policy or a motor pool vehicle may be used, if available.
14. The Administrator's performance will be evaluated annually as required by law and by policy.

DATED this _____ day of _____, 2025

Secretary, Board of Directors
North Thurston Public Schools

Administrator

Building Loc: «Bldg_Loc»