



COLLECTIVE BARGAINING AGREEMENT

BETWEEN

THE SCHOOL BOARD OF THE CITY OF RICHMOND

AND

TEAMSTERS LOCAL 592

July 1, 2025 - June 30, 2028

FOR ASSISTANT PRINCIPALS, PRINCIPALS, AND DIRECTORS

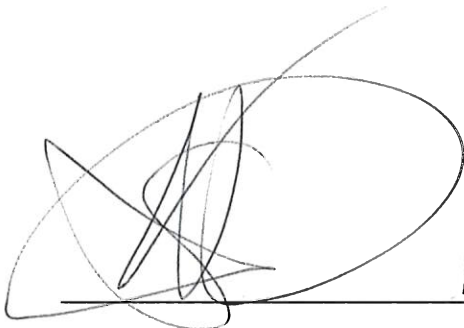
RPS RICHMOND
PUBLIC SCHOOLS

Assistant Principals, Principals, and Directors

1. When reviewing or developing new procedures in the RPS Administrative Procedural Manual, there will be a two-week period before the effective date. Unit members will be notified of proposed changes and provided the opportunity to submit feedback. It is at the discretion of the Superintendent or Designee whether the provided feedback is incorporated into the final procedure. If procedures need to be implemented expeditiously or in the event of an emergency, such procedures will be effectuated; however, they will be designated as Emergency or Temporary until the two-week feedback period has ended.
2. Assistant Principals and Principals shall receive three paid recognition days per school year to be taken during the extended breaks of summer, winter, or spring. Directors shall receive three paid recognition days that cannot be taken during the department's busy season, as determined by the Department Chief. If not used, it will be converted to sick leave for the following year. Pending implementation of new HRS and payroll integration, we commit to revisiting this to potentially look at comp time instead of recognition time.
3. When the RPS school division closes for an emergency, such as, but not limited to, weather or power outage, an employee in this unit would have the option to work from home with supervisor approval and must provide a written report of work completed to their supervisor upon return to the office.
4. If a member of this unit is on approved leave, the employee must have an out-of-office auto response on their email that includes the date they will return to the office and an alternate person to contact during the absence. The employee will not be expected to return an email message during an approved leave when the auto response is activated.
5. Employees shall accumulate vacation leave up to a maximum accumulation of 240 hours if they have less than ten years of service or 400 hours if they have 10 or more years of service.
6. Employees in this unit will receive an annual vacation payout, at the employee's hourly rate, of any excess accumulation greater than 320 hours or 480 hours (in lieu of being transferred to the employee's sick leave balance). The payout will be no later than February 28 each year.
7. Excess accumulation greater than 240 hours or 400 hours will not be forfeited or transferred to the employee's sick leave balance upon termination, resignation, or retirement, but instead, all excess accumulated vacation leave will be paid out at the employee's hourly rate on or around June 30 of each year.
8. To ensure transparency and provide support during the reassignment process, within 30 days of reassignment, the employee will have the option to meet with their direct supervisor. The purpose of this meeting will be to: (a) Discuss the reasons for reassignment and (b) Address outstanding questions.
9. Members of this unit may use up to \$500 of their allocated school or departmental budget to

cover the cost of one professional association membership per fiscal year.

10. All Novice Principals (0-2 years) at high vacancy schools will receive a non-evaluative mentor assignment selected by the Administration. Mentors will receive a \$1,000 stipend.
11. The Superintendent or Designee will develop and distribute a Weekend Events Calendar that outlines all events known at that time scheduled to occur on weekends. The calendar will provide projections at least six months out from the date of distribution.
12. Members of this unit will receive a 3% raise for the 2025-2026 school year. Raises in subsequent years are not guaranteed but will be considered if feasible. If another bargaining unit is granted multi-year guaranteed raises during the term of this agreement, then members of this unit will be guaranteed at least a 1% raise in each subsequent year of this agreement.



Shavonda Dixon Fernandez
Richmond City School Board Chair

11/11/25

Date



Jim Smith
President Teamsters Local 592

10-28-2025

Date