

COLLECTIVE BARGAINING AGREEMENT

BETWEEN  
OTHELLO SCHOOL DISTRICT  
#147-163-55  
AND  
OTHELLO ADMINISTRATOR'S  
ASSOCIATION

July 1, 2025 -June 30, 2027

## **General Provisions**

### **Recognition**

The following Agreement applies to all Principals, Assistant Principals, and Directors that hold a position requiring a valid Washington State Teacher of Administrative Credential, beginning on the date when ratified by both parties through June 30, 2027. All provisions in this agreement apply unless specifically noted.

### **Conformity to Law**

If any provision included in this Agreement, or any application of this Agreement to an Othello Administrative Association (OAA) member, should be found to be contrary to law by a court or regulatory opinion, then such provision or application shall have effect only to the extent permitted by law. All other provisions or applications shall continue in full force and effect.

### **Budgetary Reopener Clause**

If during the term of this Agreement, the Office of Superintendent of Public Instruction (OSPI) provides new or increased budget allocations specific to staffing support, administrative positions, or workload relief, either party may request to reopen negotiations limited to the impact of those funds on administrator compensation, staffing levels, workload, or related provisions.

Any such reopener request must be made in writing within 60 days of the OSPI funding announcement, and negotiations shall commence within 30 days of the request unless otherwise agreed upon by both parties.

All other provisions of this agreement shall remain in effect for the full contract term unless modified through mutual agreement.

## **Business**

### **Basis of Payment**

Salary payments shall be paid on the basis of twelve monthly installments. All salaries and contractual benefits will be prorated for less than full-time employees.

## **Personnel**

### **Insurance Benefits**

1. Medical: Beginning on January 1, 2020, in accordance with RCW 28A.400.280, and each year thereafter, the employer agrees to provide the insurance plans, follow employee eligibility rules and provide funding for all bargaining unit members and their dependents as required by State law, the State Operating Budget, and the School Employees' Benefits' Board (SEBB).

### **Professional Membership**

The district will provide membership to the appropriate professional organization (AWSP or WASA) that best fits with the nature of the employee's role in the district.

### **Cell Phone Stipend**

The district agrees to pay a \$1800 cell phone stipend to each employee. Payment will be made monthly over 12 months.

### **Doctorate Stipend**

Administrators who receive their doctorate degree by September 1 shall receive \$1,500 annually. Payment will be made to those employees in the November payroll.

## **Work Load**

### **Work Year**

The work year for all OAA members will be twelve (12) months from July 1 through June 30 annually. The contract length is 260 days, inclusive of holidays and vacations, with the number of stipulated work days and non-work days as described below:

1. Work Days: 217
2. Legal Holidays: 13
3. Vacation Days: 30

## **Labor-Management**

### **Labor-Management**

The district agrees to hold monthly labor-management meetings with OAA. Both parties can agree to cancel a meeting if there are no topics to discuss.

## **Leaves**

### **Vacation**

1. The employee shall receive thirty (30) vacation days annually. Unused days of vacation can be cashed out at per diem rates up to a maximum of ten 10 days. Additional unused days of vacation may be carried over each year to a maximum of five (5) days. At the time of separation from employment, accrued vacation days up to a maximum of thirty (30) days shall be paid to the employee.
2. The OAA will maintain a vacation google calendar for its members that shows when people are on vacation. This calendar will be shared with the central office administration to inform them of vacations.

3. Prior approval of vacation days from your supervisor will be required through absence management system..

**Personal Leave**

Five (5) personal leave days separate from any other leave will be granted each year. Requests for such leave must be submitted at least forty-eight (48) hours prior to the need for such leave. Unused personal days may be cashed out at the rate of 50% of per diem/hourly rate at the end of the contract year or may be carried over to a maximum of a one-day balance from year to year.

**All Other Leaves**

OAA members will be entitled to other leaves on a case-by-case basis as required by law and authorized by District Policies, including but not limited to sick leave and paid family leaves.

**Salary Schedule**

**Experience**

All in-district administrative experience will be counted for lane increases in the salary schedule.

**Longevity**

OSD will add longevity pay to Othello Administrator’s Association members with more than 10 years of service as follows:

- 11-14 years 1%
- 15-18 years 1.5%
- 19-22 years 2.0%
- 23+ years 2.5%

**Compensation**

The OAA salary matrix will increase annually by the Implicit Price Deflator (IPD).

The district will make available the OAA Salary Schedule to all members.

**Short-Term Project Stipend**

District-wide and special short-term project responsibilities beyond the scope of the regular assignment may be compensated at a rate not to exceed \$2,500 per year. Eligibility and the amount of additional compensation shall be determined by the superintendent.

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OAA President

Date

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Superintendent

Date

**2025-2026 OSD Administrative Salary Matrix  
With 2.5% IPD**

		Lane 1	Lane 2	Lane 3	Lane 4	Lane 5	Lane 6	Lane 7	Lane 8	Lane 9	Lane 10
Position	Contract Days	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10+
Admin Certificated Director	217	\$139,394	\$140,788	\$142,196	\$143,618	\$145,054	\$146,505	\$147,970	\$149,449	\$150,944	\$152,453
Non-Admin Certificated Director	217	\$136,987	\$138,356	\$139,740	\$141,137	\$142,549	\$143,974	\$145,414	\$146,868	\$148,337	\$149,820
High School Principal	217	\$161,165	\$162,777	\$164,404	\$166,048	\$167,709	\$169,386	\$171,080	\$172,791	\$174,519	\$176,264
Middle School Principal / Director of Student Engagement and Athletics	217	\$156,369	\$157,933	\$159,512	\$161,107	\$162,718	\$164,345	\$165,989	\$167,649	\$169,325	\$171,018
Elementary Principal	217	\$150,238	\$151,740	\$153,258	\$154,790	\$156,338	\$157,902	\$159,481	\$161,076	\$162,686	\$164,313
High School Assistant Principal	217	\$145,437	\$146,891	\$148,360	\$149,844	\$151,342	\$152,856	\$154,384	\$155,928	\$157,487	\$159,062
Middle School Assistant Principal	217	\$138,848	\$140,236	\$141,639	\$143,055	\$144,486	\$145,930	\$147,390	\$148,864	\$150,352	\$151,856
Elementary Assistant Principal	217	\$138,848	\$140,236	\$141,639	\$143,055	\$144,486	\$145,930	\$147,390	\$148,864	\$150,352	\$151,856

**Certificated Admin Director :** All other T&L Directors, Early Learning

**Non-Certificated Admin Director:** Special Ed., CTE/School to Career