

COLLECTIVE BARGAINING AGREEMENT

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

July 1, 2026 - June 30, 2028

**Othello Directors Association (ODA)
Othello School District Agreement
2026-2028**

General Provisions

Recognition

The following Agreement applies to all Directors that hold a position that does not require a valid Washington State Teacher or Administrative Credential, beginning and retroactively to July 1, 2026, through June 30, 2028. 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 Director Association (ODA) member, should be found to be contrary to law by a court to a 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.

Business

Basis of Payment

Salary payments shall be made in twelve monthly installments. All contractual benefits will be prorated for employees working less than full-time.

Personnel

Insurance Benefits

1. **Medical:** 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 law, the State Operating Budget, and the School Employees' Benefits' Board (SEBB)

Professional Membership

The district will provide membership to the appropriate professional organization (WAPT, WAMOA, NCCE, SNA, ACPE, NASN, NAPT, WASBO, etc.) 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 annually.

Work Year

The work year for all ODA members shall be twelve (12) months from July 1st through June 30th 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

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 at per diem rates.
2. The ODA will maintain their individual Google calendars inclusive of approved leave. This calendar will be shared with their supervisor and the central office administration so as to inform them of when they will be out of the office.
3. Prior approval of vacation days from your supervisor will be required and entered into the 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

The ODA 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, bereavement leave, and paid family leave. All leave shall be entered into the absence management system prior to or upon return from an absence.

Salary Schedule

Experience

All director experience (in district) shall be counted for lane increases in the salary schedule.

Longevity

OSD will add longevity pay to Othello Director's Association members with more than 11 years of in-district director service as follows:

- 12-14 years 1%
- 15-18 years 1.5%
- 19-22 years 2.0%
- 23+ years 2.5%

Compensation

The ODA salary matrix will increase annually by the Implicit Price Deflator (IPD). Both parties agree to a limited open for salary negotiations during the 2027-2028 school year.

Othello Director's Association (ODA) 26-27 Salary Schedule

Position	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11 +
Director of Maintenance & Capital Projects	\$139,922	\$140,972	\$142,029	\$143,094	\$144,167	\$145,249	\$146,338	\$147,435	\$148,541	\$149,655	\$150,778
Transportation Director	\$104,164	\$104,945	\$105,732	\$106,525	\$107,324	\$108,129	\$108,940	\$109,757	\$110,580	\$111,409	\$112,245
Transportation & Custodial Supervisor	\$91,816	\$92,504	\$93,198	\$93,897	\$94,601	\$95,311	\$96,026	\$96,746	\$97,471	\$98,202	\$98,939
Director of Child Nutrition Services	\$104,164	\$104,945	\$105,732	\$106,525	\$107,324	\$108,129	\$108,940	\$109,757	\$110,580	\$111,410	\$112,245

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15-18 Years= 1.5%

19-22 Years= 2%

23+ Years= 2.5%