Addendum A

2026-2027 MEET AND CONFER AGREEMENT
SHORELINE PRINCIPALS' ASSOCIATION

All salaries begin on July 1, 2026, with total compensation paid by June 30, 2027, in twelve increments. Compensation calculation agreements related to salary are outlined in Section 1 of the 2026-2029 Meet and Confer Agreement.

	Effective July 1, 2026 through June 30, 2027			
Position	Step 1	Step 2	Step 3	Step 4
Elementary AP	$ 185,591	$ 188,265	$ 189,159	$ 190,050
Middle AP	$ 194,190	$ 196,989	$ 197,921	$ 198,857
HS AP	$ 205,878	$ 208,847	$ 209,835	$ 210,827
Elementary Principal	$ 208,162	$ 211,163	$ 212,164	$ 213,164
Middle Principal	$ 218,046	$ 221,189	$ 222,239	$ 223,287
High School Principal	$ 232,831	$ 236,190	$ 237,310	$ 238,428

Rates include 2025-2026 base salary plus negotiated increase of 0.5% effective July 1, 2026, and 2026-27 2.6% IPD increase which is effective September 1, 2026 – June 30, 2027

Longevity in same position
Step 1 = 0 - 4 years
Step 2 = 5 – 9 years (beginning of year 5)
Step 3 = 10 – 14 years (beginning of year 10)
Step 4 = 15+ years (beginning of year 15)

Earned Doctorate degree receives $3,000 additional per year.

Shoreline Principals Association

Dorian Manza, Co-President

6/11/2026

Date

Aimee Miner, Co-President

6/12/2026

Date

Shoreline School District No. 412

Susana Reyes, Superintendent

6/17/26

Date

Treena Sterk, Asst. Superintendent

6/12/2026

Date