

COLLECTIVE BARGAINING AGREEMENT

**BELLINGHAM SCHOOL DISTRICT 501
BELLINGHAM ADMINISTRATORS' ORGANIZATION
July 1, 2026 – June 30, 2028**



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I – SALARIES AND COMPENSATION

- A. For the 2026-27 contract year, employees will be paid the salaries shown on Attachment 1. This schedule reflects an increase of one percent (1.0%) plus the 2.6% IPD (implicit price deflator) which is the inflationary adjustment index currently used by the state legislature to increase funding formulas for certificated administrative staff.

Directors will be paid equivalent to the middle school principal on a per diem basis, with an adjusted salary for additional days. Assistant directors will be paid equivalent to the elementary principal on a per diem basis, and the same number of days.

- B. For the 2027-28 contract year, the salaries identified on Attachment 1 shall be increased by one and a half percent (1.5%) plus the percentage used by the state legislature as the inflationary adjustment index for certificated administrative employees (currently the IPD) for the 2027-28 school year, if any, when such increase is funded.

Elementary assistant principals shall be increased by an additional one and a half percent (1.5%).

- C. A doctoral stipend of \$3,000.00 (three thousand and 00/100 dollars) will be provided annually per full-time administrator. Verification of the appropriate degree must be on file with the District. Payment for this doctoral stipend shall be made in twelve (12) equal monthly installments throughout the contract year.

- D. A \$1,500 stipend will be paid to each full-time administrator for the 2026-27 school year. The 2027-28 school year the stipend will increase to \$2,000. The professional stipend recognizes that administrators provide leadership, facilitation and guidance associated with the integration of instructional strategies related to the implementation of 1:1 technology.

Payment for this stipend shall be made in one lump sum on July 31, 2026 and July 31, 2027.

- E. The District and BAO will continue to work collaboratively to provide competitive compensation within the top quartile of the comparable districts, based on a survey of a group of comparable districts, and taking into consideration per diem, total salary, and number of workdays within the top quartile of comparable districts.

- F. Work-related expenses:

1. Mileage reimbursement will be provided to administrators as per administrative policy 6213, Reimbursement for Travel Expenses. Reimbursement will be from accounts other than building budgets.

2. Central account to fund travel expenses for required supervision of extracurricular events: The District will maintain a central account solely for reimbursement of expenses related to Washington Interscholastic Activities Association (WIAA) required travel (mileage, food, and lodging) of administrators necessary to supervise specific extracurricular competitive events. The expenses will be reimbursed only when the administrator is the WIAA specified school site representative at the event. For the life of this contract, the account will annually include \$2,000.00 (two thousand and 00/100 dollars) for each of the three comprehensive high schools, for a total of \$6,000.00 (six thousand and 00/100 dollars) annually. This will be a housekeeping account and will not be reallocated for other purposes.

II – WORK YEAR/WORKDAYS

- A. Workdays by position, including days worked off-site, are reflected in the tables below.

2026-27 contract year		
Position	Total Workdays	Optional/ Off-Site Days
High School Principal, Directors	216	17
Options High School Principal, Family Partnership Principal, Middle School Principal, Elementary Principal, High School Assistant Principal, Director of Career and Technical Education (CTE), Assistant Directors	212	13
Middle School Assistant Principal	207	8
Elementary Assistant Principal	202	3

2027-28 contract year		
Position	Total Workdays	Optional/ Off-Site Days
High School Principal, Directors	216	17
Options High School Principal, Family Partnership Principal, Middle School Principal, Elementary Principal, High School Assistant Principal, Director of Career and Technical Education (CTE), Assistant Directors	212	13
Middle School Assistant Principal	207	8
Elementary Assistant Principal	205	6

B. Following is a description of the work calendar and optional off-site workdays included in each administrator's contract:

1. Calendar:

- a. The administrator contract start date is July 1; the contract end date is June 30. All workdays must be worked within the contract year.
- b. All administrators are on an annualized calendar. Holidays and vacation days are in accordance with administrative policies 5333 and 5338 respectively. The difference between the total number of Monday-through-Friday business days in an annual work year, the number of holidays in Policy 5333, vacation days granted in Policy 5338 and workdays in the chart in Section II, A above are non-workdays for each position.
- c. Annually in June, administrators may cash out up to five (5) days of their accumulated vacation balance at per diem with "per diem" calculated as the employee's base salary identified in Attachment 1 divided by the number of total workdays identified in Section II.A above. Payroll must be notified by May 31 of the administrator's intent to cash out vacation. The district will develop a form to document and process this request.
- d. Calendars will be developed and distributed on an annual basis reflecting holidays and non-workdays associated with 202, 207, 212 and 216, workday positions. (Attachments 2, 3, 4 and 5)
- e. The general parameters for the administrators to start are: approximately fifteen (15) workdays before the first scheduled student day. The general parameters for the end date are: approximately seven (7) workdays after the last scheduled student day.
- f. These dates may be adjusted due to school closures or other situations that affect the scheduled school year. All inclement weather/school closure days are on-site or off-site workdays. Administrators unable to work on-site or off-site due to extenuating circumstances may request emergency leave, personal leave, or vacation per administrative policy 5320. See *Inclement Weather/School Closure* section for more details.
- g. All contracted days are eligible for paid leave.

2. Optional Off-Site Workdays:

Each administrative position has the option of working off-site days. These are contracted workdays and are included in the annual compensation. The parameters for these days are as follows:

- Any student vacation day such as December or March/April break weeks.
- Up to six (6) potential off-site days may be worked on weekends. Otherwise, they are scheduled Monday through Friday.
- They may be worked in half or whole day increments.
- It is expected that the administrator is available by phone and/or computer on an off-site workday.
- Per emergency school closure procedures as described in this agreement.

3. Processes and Procedures:

- a. All off-site days should be tentatively scheduled in June for the subsequent school year on the annual administrative work off-site calendar. (Attachment 6) The calendar for the upcoming year will be reviewed with and submitted to the supervisor on or before July 1. For assistant principals and assistant directors, this will be submitted to their principal or director and forwarded to the site supervisor.
 - b. Changes to the schedule will be tracked by each administrator and e-mailed, except in case of an emergency, in advance to the supervisor.
 - c. This calendar should be reviewed regularly and at a minimum at the half-yearly conference with the supervisor to confirm the schedule, days worked, and any changes.
 - d. Days not worked or not taken as appropriate paid leave will be deducted as unpaid leave at the end of the year.
 - e. Annual contracted staff working weekends and holidays should discuss their scheduled and potential exchange days with their supervisor.
- C. Principal or Administrator on Special Assignment: The principal on special assignment (POSA) or administrator on special assignment (AOSA) that is a represented position is generally temporary in nature. Duration and days will be determined by the needs of the District. In advance of assigning a principal or administrator on special assignment, the District will meet and confer with BAO to review the job description and determine the appropriate compensation and work calendar.
- D. Balancing Workload or Overload:

1. All administrators should expect to be responsible for district-level curricula, hiring, employee relations, committees, and task force work, beyond the scope of their individual assignment or building.
2. Extra support will be provided for administrators determined to be subject to a “workload overload.” Overloads and support solutions will be determined jointly between the District and BAO. Possible solutions include, but are not limited to: 1) additional paid workdays; 2) stipends; 3) additional administrative support; 4) release time for building designees; 5) additional office staff support; 6) building designee stipend to support evening supervision.
 - *Example:* Extra support will be provided for administrators with supervisory workloads in excess of 475 students and 47 staff (headcount) including certificated and classified staff supervised and evaluated by the administrator.
 - *Example:* Extra support will be provided for the lead administrator of each level interviewing team (elementary, middle, high).
 - *Example:* Extra support will be provided for an administrator participating as a member of the District’s BEA or BASE bargaining teams.
 - *Example:* Extra support will be provided for administrators with unique circumstances, such as opening a new school.
3. Should administrators believe that they are involved in an unforeseen, newly emerging, workload overload situation, they should communicate the situation with their direct supervisor and request assistance in dealing with the situation. Each such request and possible solutions will be discussed jointly by the District and BAO representation.

E. Mentoring Program

The mentoring program for new administrators or administrators appointed to new positions will include initial orientation and training, appointment of a mentor and ongoing professional development on a variety of operational and professional topics. The mentor program is projected to cover the initial year of the new administrator’s work with the district.

III – INCLEMENT WEATHER/SCHOOL CLOSURE DAYS

- A. Compensation and leave usage on inclement weather/school closure days will be reflective of the actual work/leave requirements of the day. The combination of work and leave utilized may vary by individual based on the requirements of the situation. Building administrators will have current pre-approved emergency coverage building security plans on file in the principal’s office and with their supervisor.
- B. It is the first expectation that administrators will be on-site on emergency closure days to ensure student safety and building security. If they are unable

to be on-site, the designees identified in the pre-approved emergency closure plan must be on-site as designated herein.

- C. The administrator, or approved designee, is required to be on-site until student safety and building security are determined to be stable and secure. They should not remain on-site if it is unsafe to be present. Building administrators must contact the superintendent or designees to verify student safety and building security before departing.
- D. If administrators are not able to get to the site, they are still responsible for ensuring student safety and building security through the use of the building emergency and coverage plans. If administrators are working off-site for all or part of an emergency closure day, the administrators must be available by phone and inform their supervisor of their location.

IV – BENEFITS

- A. The District will implement the State’s mandatory insurance program administered by the Washington Health Care Authority through the School Employees Benefits Board (SEBB). The District shall pay the full portion of the employer contribution as adopted in the School Employees Health Care Coalition agreement for all employees who meet the HCA’s eligibility requirements.
- B. The parties shall abide by state laws relating to school district employee benefits, and this agreement shall be construed consistent with such laws. The provisions related to health insurance may be reopened at the request of either party when and if required by changes in state law.
- C. The District shall contribute to each employee’s VEBA account as follows: ninety-five dollars (\$95) per month for the 2026–2027 contract year, and one hundred five dollars (\$105) per month for the 2027–2028 contract year.

V – PROFESSIONAL DEVELOPMENT AND DUES

- A. For 2026-27 and 2027-28, the District will provide \$1,500 for administrator professional development activities per full-time administrator included as a line item in building/program budgets each year, available for the following professional development activities:
 - Professional association memberships
 - Professional publication subscriptions
 - Reimbursement for the cost of pre-approved graduate level college course tuition related to the BAO member’s assignment
 - Reimbursement for books and materials required for participation in a professional development workshop, conference, or approved college course
 - Registration and travel expenses for professional conferences (per district policy)
 - The purchase of items such as technology software and hardware

- These resources may be carried over for three years for a total of up to \$5,000.00 (five thousand and 00/100 dollars).
- B. Any items purchased with professional development funds are the property of the District.
- C. Dues:
- The District will pay for one pre-approved professional membership per school year, not to exceed \$900.00 (nine hundred and 00/100 dollars).

VI – ADDITIONAL/OPTIONAL DAYS

- A. The Bellingham Administrators' Organization and the Bellingham School District agree to provide forty eight (48) additional paid hours per year. The rate is per diem for each administrator (prorated by FTE) who completes optional days of work in addition to the contractually-required hours. These hours may be worked for documented work on evenings and non-workdays, including weekends and holidays.
- B. Administrators will submit the Additional/Optional hours via Skyward time summary for supervisor approval.

VII – LEAVES

The following leaves are per administrative policy 5320.

- A. Illness, Injury and Emergency Leave
1. Certificated administrators employed full-time will receive twelve (12) days annual leave for illness, injury, and emergency leave. Unused days shall accumulate to the extent allowed by law. Less than full-time (partial year or fractional FTE) employees shall be allowed illness, injury, and emergency leave on a prorated basis.
 2. An employee who will be absent due to illness, injury, or emergency must notify the employee's immediate supervisor as soon as practicable, and generally not later than 7:00 a.m. on the day of the absence.
 3. Illness or Injury Leave
 - a. An employee may use accrued leave (a) for the employee's own illness, injury, disability, or medical care or (b) to care for the employee's spouse; domestic partner; child; stepchild; parent; grandchild; grandparent; sibling; or other close relative by blood, marriage, or adoption with a health condition that requires treatment or supervision.

- b. Family Illness Leave – Employees shall, upon request, be granted a leave of absence with pay for up to three (3) days during a contract year when such absence is occasioned by the illness of immediate family. Immediate family shall include: children; spouse, domestic partner, parent or stepparent, sibling, or any member of the immediate household.
- c. A physician’s certificate may be required to validate repeated, excessive, extended, or otherwise unusual absences.

4. Emergency Leave

- a. An employee may also use accrued leave for non-medical “emergencies,” defined as a sudden and unforeseen problem of major importance (rather than a mere inconvenience) of such a nature that preplanning could not relieve the necessity for the absence.
- b. Requests to qualify an absence for emergency leave must be submitted to the superintendent or designee in writing within five (5) days after return to duty. The request must disclose the reason for the absence in sufficient detail to establish compliance with the above criteria.
- c. Emergency leave may not be used to provide, expand upon, or add to vacations, weekends, or other leaves because of transportation problems that preplanning could reasonably have prevented.

B. Parenting Leave

In addition to, and independent of, any leave for a pregnancy or childbirth associated disability, employees shall be eligible to receive two (2) days paid leave upon the birth of the employee’s child. The leave must be approved in advance by the superintendent or designee and must be taken within fifteen (15) working days following the birth of the child.

C. Adoption Leave

Adoption leave shall be granted with pay upon application to the District by either or both parents in order to complete the adoption process, but such leave may not exceed an aggregate of five (5) days for each adoption. The leave may be used for court and legal proceedings, home study and evaluation, and required home visits by the adoption agency.

D. Child Care Leave

An employee may request an unpaid leave of absence, not to exceed one (1) year, to care for the employee's newborn or recently adopted child. Such requests will be reviewed on a case-by-case basis.

E. Bereavement Leave

1. Bereavement leave will be granted for death in the immediate family. Immediate family shall include spouse; domestic partner; children; parent or stepparent; grandparents; grandchildren; sibling; parent-in-law, sibling-in-law; child-in-law; or any person living in the employee's immediate household as a member of the family.
2. Leave shall be granted as follows: For death of spouse, domestic partner, child (including adoptive child), or parent, five (5) days shall be allowed. For all others, two (2) days shall be allowed. Three (3) additional leave days may be granted at the discretion of the superintendent where extended travel is involved.
3. An employee may request one (1) additional noncumulative bereavement day per year through the Human Resources office. This one (1) additional day may be used for a friend or family member not listed in this section or for extended bereavement for a family member listed in this section.

F. Jury Duty Leave

Employees selected for jury service will be granted a leave of absence with full pay for as long as such jury duty requires. The employee may keep any fees or payment received for such duty to help offset related expenses.

G. Military Leave

Employees who are members of the Washington National Guard or military reserves shall be granted up to fifteen (15) days paid leave per calendar year for training or active duty. Employees shall also be entitled to all other leave of absence and reemployment rights required by law for military service.

H. Leave of Absence, Short-Term

The superintendent or designee may grant leaves of absence for up to twenty (20) workdays when, in the judgment of the superintendent or designee, the leave would be (a) in the best interests of the District or (b) in the best interests of the staff member and the leave would not impair district functions. Approval of the superintendent or designee must be obtained prior to any absence under this section.

I. Leave of Absence, Long-Term

Upon the recommendation of the superintendent or designee, the Board may, in its sole discretion, grant unpaid leaves of absence for up to one (1) year.

The following leave policies are also included as part of this collective bargaining agreement:

J. Personal Leave

1. Each full-time administrator shall have available two (2) personal leave days annually, per contract year. These days shall be cumulative from year to year up to a total of three (3) days. It is the responsibility of the administrator to address the following for any personal leave taken:
 - Building coverage – this includes who is responsible for handling student issues, family contacts, emergencies, and unexpected circumstances.
 - Contact information provided for how to reach any necessary support personnel (i.e., principal designee, district office supervisor, “buddy administrator”).
 - Any written documents that may support the person providing immediate coverage in the employee’s absence.
2. The employee will inform their supervisor in advance of any personal leave and submit a plan for coverage to their immediate supervisor. The plan for coverage includes: principal designee, phone number or other contact, emergency plan, etc.

- K. All leaves will be reported in the district approved system. Leaves should in most cases be reported prior to or in close proximity to the date of the leave.

VIII – EVALUATION

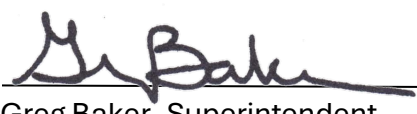
The District and BAO agree to use the Association of Washington School Principals’ leadership framework criteria and forms for annual evaluations.

IX – DURATION

- A. This agreement shall be effective from July 1, 2026, through June 30, 2028. Negotiations between the parties on a successor Agreement shall begin at least sixty (60) days prior to the contract expiration date.
- B. This agreement may be reopened and modified at any time during its term upon mutual consent of the parties in writing.



Steven Ruthford, President
Bellingham Administrators’ Organization



Greg Baker, Superintendent
Bellingham School District #501

June 30, 2026

Date

July 23, 2026

Date

**BELLINGHAM PUBLIC SCHOOLS PRINCIPALS
AND PROGRAM ADMINISTRATORS
BELLINGHAM ADMINISTRATORS' ORGANIZATION (BAO)
2026-27**

Position	Contract Days	Experience Step				
		A	B	C	D	E
Principals						
High School Principal	216	\$193,146	\$196,044	\$198,985	\$201,972	\$208,030
Middle School Principal	212	\$179,917	\$182,619	\$185,357	\$188,138	\$193,783
Elementary Principal	212	\$171,953	\$174,533	\$177,152	\$179,810	\$185,204
Family Partnership Principal	212	\$171,953	\$174,533	\$177,152	\$179,810	\$185,204
Principal of Innovative Secondary Learning/Options High School*	212	\$179,917	\$182,619	\$185,357	\$188,138	\$193,783
Assistant Principals						
High School Assistant Principal	212	\$170,574	\$173,134	\$175,731	\$178,368	\$183,719
Middle School Assistant Principal	207	\$161,605	\$164,030	\$166,491	\$168,989	\$174,060
Elementary Assistant Principal	202	\$153,350	\$155,651	\$157,986	\$160,356	\$165,169
Directors						
Teaching & Learning	216	\$183,215	\$185,966	\$188,755	\$191,587	\$197,335
Assistant Director						
Teaching & Learning	212	\$171,953	\$174,533	\$177,152	\$179,810	\$185,204

* This position has an additional stipend of \$2000 to compensate for the additional responsibilities of Innovative Learning for secondary schools.

Directors are paid the same per diem rate as the Middle School Principal salary. Substitute rate: Step A of the administrative position requiring a substitute.

3.6% increase inclusive of 2.6% IPD

BELLINGHAM PUBLIC SCHOOLS
2026-27 202 DAY ADMIN CALENDAR

Attachment 2

<u>July 2026</u> Mon Tues Wed Thurs Fri 1 2 3 6 7 8 9 10 13 14 15 16 17 20 21 22 23 24 27 28 29 30 31					<u>January 2027</u> Mon Tues Wed Thurs Fri 1 4 5 6 7 8 11 12 13 14 15 18 19 20 21 22 25 26 27 28 29				
<u>August 2026</u> 3 4 5 6 7 10 11 12 13 14 17 18 19 20 21 24 25 26 27 28 31					<u>February 2027</u> 1 2 3 4 5 8 9 10 11 12 15 16 17 18 19 22 23 24 25 26				
<u>September 2026</u> 1 2 3 4 7 8 9 10 11 14 15 16 17 18 21 22 23 24 25 28 29 30					<u>March 2027</u> 1 2 3 4 5 8 9 10 11 12 22 23 24 25 26 29 30 31				
<u>October 2026</u> 1 2 5 6 7 8 9 12 13 14 15 16 19 20 21 22 23 26 27 28 29 30					<u>April 2027</u> 1 2 5 6 7 8 9 12 13 14 15 16 19 20 21 22 23 26 27 28 29 30				
<u>November 2026</u> 2 3 4 5 6 9 10 11 12 13 16 17 18 19 20 23 24 25 26 27 30					<u>May 2027</u> 3 4 5 6 7 10 11 12 13 14 17 18 19 20 21 24 25 26 27 28 31				
<u>December 2026</u> 1 2 3 4 7 8 9 10 11 14 15 16 17 18 21 22 23 24 25 28 29 30 31					<u>June 2027</u> 1 2 3 4 7 8 9 10 11 14 15 16 17 18 21 22 23 24 25 28 29 30				

July	3	Independence Day (Observed)	January	1	New Year's Day
July	6-17	Non-workdays	January	18	Martin Luther King Jr. Day
September	7	Labor Day	February	15	Presidents Day
November	11	Veterans Day	April	5-8	Non-Workdays
November	26	Thanksgiving	April	9	Friday of Spring Break
November	27	Day After Thanksgiving	May	31	Memorial Day
December	21-23	Non-Workday	June	18	Juneteenth (Observed)
December	24	Christmas Eve Day			
December	25	Christmas Day			
December	28-30	Non-Workday			
December	31	New Year's Eve Day			

BELLINGHAM PUBLIC SCHOOLS
2026-27 207 DAY ADMIN CALENDAR

Attachment 3

<u>July 2026</u> Mon Tues Wed Thurs Fri 1 2 3 6 7 8 9 10 13 14 15 16 17 20 21 22 23 24 27 28 29 30 31					<u>January 2027</u> Mon Tues Wed Thurs Fri 1 4 5 6 7 8 11 12 13 14 15 18 19 20 21 22 25 26 27 28 29				
<u>August 2026</u> 3 4 5 6 7 10 11 12 13 14 17 18 19 20 21 24 25 26 27 28 31					<u>February 2027</u> 1 2 3 4 5 8 9 10 11 12 15 16 17 18 19 22 23 24 25 26				
<u>September 2026</u> 1 2 3 4 7 8 9 10 11 14 15 16 17 18 21 22 23 24 25 28 29 30					<u>March 2027</u> 1 2 3 4 5 8 9 10 11 12 22 23 24 25 26 29 30 31				
<u>October 2026</u> 1 2 5 6 7 8 9 12 13 14 15 16 19 20 21 22 23 26 27 28 29 30					<u>April 2027</u> 1 2 5 6 7 8 9 12 13 14 15 16 19 20 21 22 23 26 27 28 29 30				
<u>November 2026</u> 2 3 4 5 6 9 10 11 12 13 16 17 18 19 20 23 24 25 26 27 30					<u>May 2027</u> 3 4 5 6 7 10 11 12 13 14 17 18 19 20 21 24 25 26 27 28 31				
<u>December 2026</u> 1 2 3 4 7 8 9 10 11 14 15 16 17 18 21 22 23 24 25 28 29 30 31					<u>June 2027</u> 1 2 3 4 7 8 9 10 11 14 15 16 17 18 21 22 23 24 25 28 29 30				

July 3 Independence Day (Observed)
 July 6-10 Non-workdays
 September 7 Labor Day
 November 11 Veterans Day
 November 26 Thanksgiving
 November 27 Day After Thanksgiving
 December 21-23 Non-Workday
 December 24 Christmas Eve Day
 December 25 Christmas Day
 December 28-30 Non-Workday
 December 31 New Year's Eve Day

January 1 New Year's Day
 January 18 Martin Luther King Jr. Day
 February 15 Presidents Day
 April 5-8 Non-Workdays
 April 9 Friday of Spring Break
 May 31 Memorial Day
 June 18 Juneteenth (Observed)

BELLINGHAM PUBLIC SCHOOLS
2026-27 212 DAY ADMIN CALENDAR

Attachment 4

<u>July 2026</u> Mon Tues Wed Thurs Fri 1 2 3 6 7 8 9 10 13 14 15 16 17 20 21 22 23 24 27 28 29 30 31					<u>January 2027</u> Mon Tues Wed Thurs Fri 1 4 5 6 7 8 11 12 13 14 15 18 19 20 21 22 25 26 27 28 29				
<u>August 2026</u> 3 4 5 6 7 10 11 12 13 14 17 18 19 20 21 24 25 26 27 28 31					<u>February 2027</u> 1 2 3 4 5 8 9 10 11 12 15 16 17 18 19 22 23 24 25 26				
<u>September 2026</u> 1 2 3 4 7 8 9 10 11 14 15 16 17 18 21 22 23 24 25 28 29 30					<u>March 2027</u> 1 2 3 4 5 8 9 10 11 12 22 23 24 25 26 29 30 31				
<u>October 2026</u> 1 2 5 6 7 8 9 12 13 14 15 16 19 20 21 22 23 26 27 28 29 30					<u>April 2027</u> 1 2 5 6 7 8 9 12 13 14 15 16 19 20 21 22 23 26 27 28 29 30				
<u>November 2026</u> 2 3 4 5 6 9 10 11 12 13 16 17 18 19 20 23 24 25 26 27 30					<u>May 2027</u> 3 4 5 6 7 10 11 12 13 14 17 18 19 20 21 24 25 26 27 28 31				
<u>December 2026</u> 1 2 3 4 7 8 9 10 11 14 15 16 17 18 21 22 23 24 25 28 29 30 31					<u>June 2027</u> 1 2 3 4 7 8 9 10 11 14 15 16 17 18 21 22 23 24 25 28 29 30				

July	3	Independence Day (Observed)	January	1	New Year's Day
September	7	Labor Day	January	18	Martin Luther King Jr. Day
November	11	Veterans Day	February	15	Presidents Day
November	26	Thanksgiving	April	5-8	Non-Workdays
November	27	Day After Thanksgiving	April	9	Friday of Spring Break
December	21-23	Non-Workdays	May	31	Memorial Day
December	24	Christmas Eve Day	June	18	Juneteenth (Observed)
December	25	Christmas Day			
December	28-30	Non-Workdays			
December	31	New Year's Eve Day			

BELLINGHAM PUBLIC SCHOOLS
2026-27 216 DAY ADMIN CALENDAR

Attachment 5

<u>July 2026</u> Mon Tues Wed Thurs Fri 1 2 3 6 7 8 9 10 13 14 15 16 17 20 21 22 23 24 27 28 29 30 31					<u>January 2027</u> Mon Tues Wed Thurs Fri 1 4 5 6 7 8 11 12 13 14 15 18 19 20 21 22 25 26 27 28 29				
<u>August 2026</u> 3 4 5 6 7 10 11 12 13 14 17 18 19 20 21 24 25 26 27 28 31					<u>February 2027</u> 1 2 3 4 5 8 9 10 11 12 15 16 17 18 19 22 23 24 25 26				
<u>September 2026</u> 1 2 3 4 7 8 9 10 11 14 15 16 17 18 21 22 23 24 25 28 29 30					<u>March 2027</u> 1 2 3 4 5 8 9 10 11 12 22 23 24 25 26 29 30 31				
<u>October 2026</u> 1 2 5 6 7 8 9 12 13 14 15 16 19 20 21 22 23 26 27 28 29 30					<u>April 2027</u> 1 2 5 6 7 8 9 12 13 14 15 16 19 20 21 22 23 26 27 28 29 30				
<u>November 2026</u> 2 3 4 5 6 9 10 11 12 13 16 17 18 19 20 23 24 25 26 27 30					<u>May 2027</u> 3 4 5 6 7 10 11 12 13 14 17 18 19 20 21 24 25 26 27 28 31				
<u>December 2026</u> 1 2 3 4 7 8 9 10 11 14 15 16 17 18 21 22 23 24 25 28 29 30 31					<u>June 2027</u> 1 2 3 4 7 8 9 10 11 14 15 16 17 18 21 22 23 24 25 28 29 30				

July	3	Independence Day (Observed)	January	1	New Year's Day
September	7	Labor Day	January	18	Martin Luther King Jr. Day
November	11	Veterans Day	February	15	Presidents Day
November	26	Thanksgiving	April	9	Friday of Spring Break
November	27	Day After Thanksgiving	May	31	Memorial Day
December	21-23	Non-Workday	June	18	Juneteenth (Observed)
December	24	Christmas Eve Day			
December	25	Christmas Day			
December	28-30	Non-Workday			
December	31	New Year's Eve Day			

OFF-SITE WORK DAY(S)/APPROVAL FORM BAO ADMINISTRATORS

Name: _____ Location: _____ Year: _____

Record below any optional off-site workdays and review with supervisor prior to school year. Update changes with supervisor as needed throughout the year.

Off-Site on Regular Workdays			
Date	Half Day (Check Box)	Whole Day (Check Box)	Activity/Work

Off-Site on Weekends				
Date	Half Day (Check Box)	Whole Day (Check Box)	Exchanged for a Regular Workday (Indicate Date)	Activity/Work

Administrator _____

Date _____

Supervisor _____

Date _____