

2026-2029

**AGREEMENT between NORTH KITSAP SCHOOL ADMINISTRATORS' ASSOCIATION
and
NORTH KITSAP SCHOOL DISTRICT #400**

The District and NKSAA are committed to: fair and competitive compensation amongst state-wide peers; a system of checks and balances to ensure fairness ; appropriate training for supervisors and employees and recognition that all NKSAA leaders are valued members of the NKSD leadership team.

Article I – Duration

This agreement shall become effective July 1, 2026 and remain in effect until June 30, 2029.

Article II – Recognition

The Board of Directors of North Kitsap School District No. 400 recognizes the North Kitsap School Administrators' Association as the exclusive representative of the following certificated administrative personnel for the purpose of the negotiation of terms and conditions of employment for the duration of this agreement: Principals, Assistant Principals.

Article III – Terms and Conditions

A. Work Year

The work year shall be twelve months from July 1 through June 30 annually. The contract length for administrators in this unit is 260 days inclusive of work days, non-work days, holidays, personal days and vacations, as described below and in Appendix A:

	<u>2026-2029</u>
Position	Work Days
High School Principal	219
High School Assistant Principal	219
Middle School Principal	216
Middle School Assistant Principal	216
Elementary Principal	211
Elementary Assistant Principal	211

Any earned vacation days, up to 30, accrued under previous agreements will be maintained and can be cashed out at the time of separation from the district.

Administrators will submit their calendars for the next school year to their supervisor by June 30th .

When approved, the above calendars will serve as the work year plan. Certificated administrators are allowed to move days to alternate schedules with prior approval.

B. NKSAA Dues Deductions

A one-time annual dues amount (to be determined by the association) may be deducted from each member for the upcoming school year from the October payroll deduction. NKSAA members who commence employment after the October payroll deduction may have their annual Page 1 of 12 deduction made at the first available opportunity for payroll deduction that school year. A list of payroll deductions shall be provided to the NKSAA treasurer. The deduction shall continue in effect from year to year unless the employee provides a signed and dated letter of resignation of membership to the Association. The Association will forward the names of employees who have submitted letters of resignation from the Association to the District in a timely manner. Members who commence employment after October or terminate employment before June shall have their deductions prorated at one-twelfth (1/12) of the total annual amount for each month the member is employed.

Article IV – Economic Provisions

A. Compensation

The North Kitsap School District acknowledges that administrators assigned to schools and at the district level provide leadership that is essential to the realization of the district's mission and crucial to its vision for the future. Administrators in their capacity as leaders assume responsibilities that engage their time and energies well beyond the multiple tasks involved in the routine management of their individual schools, programs, or offices. The District and the North Kitsap School Administrators Association believe that the compensation assigned to the various administrative positions should be responsive to the responsibilities of leadership for the North Kitsap School District. In addition, each administrator with an EdD or PhD will receive an annual stipend of \$2500 for the duration of the contract. Should any administrator obtain an advanced degree prior to August during the length of this contract, they will be compensated at the same stipend rate.

B. Method of Payment/Part Year Employment

Administrator work contracts are from July 1 through June 30 and are paid in 12 equal installments beginning with checks at the end of July through payment number twelve, which will be at the end of June. Administrators hired or ending their employment mid-year will have their base salary and stipend pro-rated using a ratio of actual days worked in relation to the contracted days for that position. The balance of any payment due an employee will be paid on the regular payroll date following the action. If a new administrator to his/her position is hired by the district and agreement is reached between the superintendent and new administrator to work additional days, the additional days worked beyond the contracted days will be paid at a per diem rate of the salary based on the contract for the position.

C. Early Retirement Cashout

Should an administrator retire early or otherwise end his/her employment, before the end of the normal contract year, he/she will be compensated at the per diem rate based on the work days.

D. Tax Sheltered Annuities

Tax Sheltered Annuities may be purchased at any time during the school year that the employee wishes to begin such a program.

E. Health and Welfare Benefits

The District shall provide insurance benefits to all eligible employees under the rules, regulations and policies of the School Employees Benefits Board (SEBB). The District Page 2 of 12 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 eligibility requirements outlined in law. All eligible administrators along with eligible dependents, will pay and be eligible for full insurance coverage under the SEBB program if the Administrator works, or are anticipated to work 630 hours or more in an eligibility year, as long as they maintain an employee/employer relationship. Payroll deductions will be made for any portion of an eligible administrator's premiums.

F. Mileage

School administrators using private autos for school district business shall be reimbursed at the federal non-taxable rate.

G. Professional Development

The North Kitsap School District encourages administrative personnel to gain new experience and skill levels and recognizes the value of educational meetings and conferences. All administrative personnel are encouraged to participate in state and/or national meetings of these professional organizations.

There is reciprocal accountability between the North Kitsap School District and NKSAA members. It is the district's intent to build capacity and develop quality administrator leadership. As with high-quality teaching, high-quality leadership requires a deep body of expertise.

The district and NKSAA believe to the extent that high-quality professionals can lead to institutional and personal growth. Successful leaders must draw on a wide range of knowledge, skills, and attributes that include both instructional leadership and management. NKSAA members wishing to access their professional learning funds must complete a plan of impact with their respective supervisors each year. It is the intent of the district to support these professional development goals through the professional development resources identified below:

1. Annual Professional Development (Per Member): \$1,800 per contract year—for professional growth, tuition, attendance at conferences and/or workshops. Unused funds will be carried over for the next year per individual member up to a maximum balance of \$3,600.

- a. Professional development may be used to attend in or out-of-state conferences subject to the advance approval of the Supervisor or Superintendent or their designee.

- b. Professional development conferences and/or activities should be aligned with the district and building mission, vision and goals.
 - c. Attending conferences may be part of the professional development growth plan.
 - d. A leave form should be completed and submitted to the immediate supervisor for prior approval.
 - e. Professional leave that extends three (3) student days (in a school year) should be processed through the supervisor at the fall goal setting conference or sooner if necessary.
 - f. These funds may be used for coaching.
 - 2. The District will pay one full annual dues membership to the professional association of the member's choice.
 - 3. With prior supervisor approval an NKSAA member may choose to attend a professional development on a calendared workday, that is aligned to their building SIP or District Strategic Plan.
- H. Administrators will be provided a district cell phone with an appropriate data package that is required to perform the essential job functions of their position.
- I. Sick Leave
- 1. The school district agrees to the following sick leave schedule. All administrators shall be provided 12 days.
 - a. For administrators in this unit, the workdays will be used as a basis for determining a per diem rate. Page 3 of 12
 - b. Administrators are directed to report any days missed because of illness during the contract year.
 - c. Administrators may take sick leave in one hour increments.
 - 2. Sick Leave Sharing
Sick leave sharing is authorized in accordance with RCW 28A.400.380, RCW41.04.650 through 41.04.665 and WAC 392-126-004 through 392-126-104.
- J. Other Forms of Leave
- 1) 5 Personal Days Annually
 - 2) If unused, an employee may choose to carryover up to two (2) personal leave days to the next year up to a maximum of seven (7) available personal leave days in any one year.
 - 3) If any employee does not notify the district of his/her intention to carry over unused personal days by July 10th, then the employee will be reimbursed at ninety percent (90%) of the employee's per diem rate based on actual work days, i.e. 1/219, 1/216, or 1/211 for all unused personal leave granted that year.
 - 4) Upon separation of employment, all unused personal days will be cashed out at the rate in Article IV, J. 3 above.
 - 5) An electronic copy of the annual updated administrator Substitute/On-Call Wages schedule will be provided to the NKSAA secretary each fall so that he/she may distribute this information to the membership.

K. Employee Dues Deductions

The school district agrees to make payroll deductions to membership organizations of the employee's choice. Such requests for payroll deductions can be made at any time.

L. Substitutes

Upon request the district will attempt to provide administrative substitutes, if assistant principals are not available, for illness, leaves, and conferences, special projects, or workshop attendance.

The District will cover the costs of a teacher in charge (TIC) when an elementary principal without an assistant principal will be gone for more than half a day on district related business. The District will cover the costs of a teacher in charge in a building with two or more administrators when an administrator will be gone for more than one day, or all administrators will be gone for a full day or more on district related business. The individual building will cover the costs for a TIC activated for less than one full day in a building with two or more administrators or less than half a day at elementary without an assistant principal, **unless otherwise agreed to by their supervisor.** Building administrators will notify their supervisors anytime a TIC is in place in their school.

M. Professional Leaves

A paid leave of up to six weeks per year will be provided to an administrator(s) for personal/professional development. The minimum length of this leave is one week in duration. A joint review committee of administrators and superintendent's staff will review applications and make a recommendation to the superintendent. Applications will normally be received and reviewed twice per annum.

N. Personnel Insurance

The board agrees to purchase liability insurance as prescribed by law in RCW 28A.400.360 and RCW 28A.400.370.

O. Employee VEBA

All employees taking regular retirement during the duration of this contract shall have their sick leave buy-out money deposited in the V.E.B.A. III program. The Association agrees to hold the District harmless for any penalties or costs which may be charged the District by the IRS if this benefit is determined to not qualify as a tax-free benefit Page 4 of 12 payment by the District.

P. Additional Responsibilities

Administrators may be requested by the Superintendent or designee to perform additional responsibilities for special projects that require time above and beyond their regular assignments such as but not limited to negotiations teams, summer school planning/supervision, or significant committee participation. Compensation for such additional responsibilities shall be established in advance of the work being performed and shall be based on the significance of the assignment and the added workload.

Prior to a special project being performed that will require time above and beyond the employees regular assignment a compensation schedule and or stipend will be established and agreed upon by the Association and the Superintendent or designee. If the scope of the agreed upon work changes NKSAA and the District will reopen the discussion on the stipend.

A request can be made to the employee's supervisor to shift their work schedule in whole on a work day. All substitute costs will be the burden of the individual building. Requests may be granted on a case by case basis.

A request can be made to the employee's supervisor to work remotely in part or in whole on a non-student and/or non-staff day. Requests may be granted on a case by case basis.

For the 2026 - 2027 school year only, Building administrators may elect to utilize up to four (4) remote workdays during the mid-winter break. This time will be focused on self-directed professional responsibilities. Supervisor approval is not required for these four (4) days, but notification is expected. In future years, building administrators can either adjust their work calendars, request to work remotely, or use appropriate leave.

The parties recognize that although Administrators are contracted to work a minimum number of scheduled days annually, in addition, they are expected to work at other times that may be required to meet emergency needs or unusual circumstances such as weekend days when vandalism, facility damage, or other emergency situations occur in the Administrator's building.

Q. Double Levy Failure

In the event of a double EP&O levy failure, the District and the Association will meet and confer regarding this portion of the Agreement.

R. Schedule A

1. For the 2026-2027 school year, the steps in Schedule A were amended to revise the compensation structure from one step to four steps. The base wage rates were increased by the greater of either (1) the implicit price deflator (IPD) or (2) median or agreed upon rate as indicated in Schedule A.
2. For the 2027-2028 school year, the base wage rates in Schedule A shall be increased by the greater of either (1) three percent (3%) or (2) the implicit price deflator (IPD).
3. For the 2028-2029 school year, the base wage rates in Schedule A shall be increased by the greater of either (1) three percent (3%) or (2) the implicit price deflator (IPD).

Article V – Management

The Board of Directors and the Association jointly recognize that the board retains the exclusive right to formulate and implement policies and rules governing the educational programs and that administrators perform a key role in carrying out the policies and rules of the school district.

The District and NKSAA believe that the foundation to implementing action effectively is good communication. As such seeking input and providing timely information are the foundational for the North Kitsap School District's leadership. As part of the decision making process, the Superintendent and/or designee will provide NKSAA representatives with information about planned action, associated implementation and impact of the action. NKSAA may provide feedback. Upon reflecting on the feedback a final decision will be made. The Superintendent will make the final decision.

Article VI – Advisory Committee

The North Kitsap School Administrators' Association will form an advisory committee to meet with the superintendent to promote communication on matters of importance to the general group. The advisory committee will serve as the bargaining team.

Article VII – Grievance Procedures

Grievance Definition: A grievance is a claim by an individual member, a group of members, or the Association that the District has violated, misinterpreted, or misapplied a provision of this Agreement, District policy affecting wages, hours, or working conditions, or applicable law related to the employment relationship.

The Association may file a grievance on behalf of a single member, multiple members, or the Association as a whole.

The purpose of the grievance policy will be to provide a means for the resolution of personnel problems. The District and the Association have a mutual interest in promoting collegiality when contract-based problems arise. Such a practice will promote efficiency, flexibility and potentially generate more creative solutions than could otherwise be achieved. If the grievance is against the immediate supervisor the employee may address the complaint to an administrator in the district with positional authority above the immediate supervisor. Administrators agree to use the following procedure whenever they feel that school district action has aggrieved them in any manner:

Step 1: Informal Step

Discuss problem with the immediate supervisor or appropriate District Administrator within ten (10) working days of its occurrence. During this discussion, an attempt will be made to arrive at a mutually satisfactory solution. Informal discussions shall not extend grievance timelines unless mutually agreed upon in writing.

Step 2: Immediate Supervisor or District Administrator

If a mutually satisfactory solution was not reached at Step 1, the grievant will provide the immediate supervisor or appropriate District Administrator with a written statement of the problem within twenty (20) working days of the occurrence of the event giving rise to the grievance or from the date the grievant or Association reasonably should have known of the event. The immediate supervisor or appropriate District Administrator will provide a written answer within twenty (20) working days of receipt of the statement.

The written grievance shall include:

1. A statement of the facts giving rise to the grievance;
2. The specific provision(s) of the Agreement alleged to have been violated;
3. The remedy requested; and
4. The name(s) of the grievant(s) and/or indication that the grievance is filed by the Association.

Step 3: Superintendent or Designee

If the problem has not been resolved at Step 2, within ten (10) working days the grievant will notify the superintendent of the grievance. The superintendent or designee within ten (10) working days after notification shall schedule an informal meeting with the grievant in an effort to arrive at an equitable solution. If a mutually satisfactory solution is not reached, the grievant will provide the superintendent with a written statement of the problem and a desired solution within ten (10) working days. The superintendent shall respond to the grievant in writing within ten (10) working days after the receipt of written statement.

Step 4: Board of Directors or Panel

If the problem is not resolved at Step 3, the grievant will provide a written request for a hearing with the Board of Directors to the president of the board or mutually agreed upon panel. A hearing will be scheduled within thirty (30) working days or the next regularly scheduled board meeting if beyond thirty (30) working days. If the parties are unable to agree upon a panel, an arbitrator shall be selected pursuant to the rules of the American Arbitration Association (AAA) or the Public Employment Relations Commission (PERC). The arbitrator or panel shall have authority only to interpret and apply the provisions of this Agreement and shall not add to, subtract from, or modify the terms of the Agreement. The arbitrator's or panel's decision shall be final and binding upon the District, the Association, and affected members.

Article VIII – Administrative Support

A. The School Board and NKSAA members mutually agree that proficient administration is vital to the operation of schools. Core areas of importance include all areas in the AWSP Framework: Creating a Culture, Ensuring School Safety, Planning with Data, Aligning Curriculum, Improving Instruction, Managing Resources, Engaging Communities, and Closing the Gap.

Recognizing the importance of site based leadership, NKSD will make an attempt to staff our buildings with the support needed for equitable access and opportunities for our staff and students. Prior to a decision to reduce administrative staffing at a school, a meeting between the appropriate Student Support Center administration and the NKSAA will be scheduled and held to ensure that an informed decision is made and that a plan is developed to continue to meet the core needs as described above. Similarly, NKSAA may request a meeting with the Student Support Center administration to discuss the need to increase administrative support at a building to meet the core areas of importance referenced above.

B. Elementary principals, without an assistant principal, and with a certificated evaluation case load as listed below, will be provided release days through a teacher in charge (TIC) for the purpose of completing evaluations and addressing other administrative responsibilities.

Elementary Principals with 18 - 20 certificated evaluations - 1 release day

Elementary Principals with over 20 certificated evaluations - 2 release days

C. The District recognizes the importance of consistent leadership presence within each school community and the value of allowing building administrators to focus their time and attention within a single building whenever reasonably possible. The District will make good faith efforts to minimize building administrators assignments requiring service to two or more buildings. The parties recognize that staffing, operational, enrollment, financial, and programmatic needs may occasionally require split-building assignments.

Article IX Evaluations

As prescribed by law, each building administrator shall be evaluated at least annually on the basis of his/her job description, accomplishment of annual goals and performance objectives and established state and local evaluative criteria. i.e., Creating Culture, Ensuring School Safety, Planning with Data, Aligning Curriculum, Improving Instruction, Managing Resources, Engaging Communities, and Closing the Gap. Administrators new to their position shall be evaluated within the first ninety days of their employment in addition to other regular evaluations.

The District and Association recognize statutory rights regarding discharge, adverse effect and transfer to a subordinate position. The evaluation process is intended to support and to provide principals and assistant principals an opportunity to reflect on current practice and to promote continuous professional growth. Timely exchange of information most effectively facilitates these goals and to that end the following guidelines should be observed.

1. Prior to the end of October 31 each year, building administrators will be notified in writing whether they will be on focused or comprehensive evaluation.
2. Any change from focused to comprehensive shall be made if the change is requested by the building administrator or the evaluator determines it is necessitated by a performance deficiency. Such change shall be made for that school year by written notice on or before December 15.
3. Prior to December 1 each year building administrators will collaborate with their evaluator to set professional goals and student growth goals for the year.
4. Prior to January 31, building administrators will receive mid-year feedback regarding criteria applicable to the current year's evaluation. Feedback for criteria in which performance is less than proficient should include specific suggestions for how to adjust professional practice moving forward. The mid-year meeting notification will happen at least a week prior to the meeting.

5. No later than May 31, the final summative evaluation shall be complete including a dated signature of building administrator and evaluator.
6. The district and association believe in the critical importance of leadership quality in affecting staff and student growth. As such the evaluation of our leaders is a partnership between the evaluator and the evaluatee. K12 evaluation and feedback forms will be aligned and utilized.
7. Building Administrators selected for non-renewal and/or those to be adversely affected in contract status shall be notified of probable cause for non-renewal and/or adverse change in contract not later than May 15, or June 15 if the omnibus appropriations act has not passed the legislature by the end of the regular legislative session for that year.

Article X - Transfer, Reassignment, and Reduction in Force

The purpose of this Article is to establish fair and consistent procedures regarding voluntary transfers, involuntary transfers, administrative reassignments, and reductions in force while recognizing administrative professional interests and the District's operational needs.

A. Voluntary Transfers

A voluntary transfer occurs when a building administrator applies for and accepts another administrative assignment within the District.

Administrative vacancies shall be posted internally for at least five (5) working days prior to external posting, unless waived by mutual agreement. Postings shall include position title, location, and anticipated start date unless otherwise agreed to a pool posting.

Building administrators interested in a voluntary transfer will be offered a meeting with the superintendent or designee. Building administrators may apply for posted vacancies for which they are qualified and properly certificated. NKSAA applicants will be given priority consideration. The District retains final authority regarding selection decisions

B. Involuntary Transfers, Displacements and Reassignments

An involuntary transfer occurs when the District assigns a building administrator to a different administrative position or worksite without the building administrator's request.

The District retains the authority to transfer or reassign building administrators consistent with operational, enrollment, programmatic, staffing, financial, school closure or organizational needs. Such actions shall not be arbitrary, capricious, retaliatory, or disciplinary in nature.

Whenever practicable, the District shall provide notice of involuntary transfer or reassignment to the affected member and Association by May 15 for the following school year. Prior to finalizing an involuntary transfer or reassignment, the District shall provide the affected building administrator an opportunity to meet with the Superintendent or designee to discuss the reasons for the action, assignment expectations, and transition considerations. The building administrator may request Association representation.

The District shall consider factors including available vacancies, qualifications, certifications, experience, program needs when practicable.

No building administrator shall experience a reduction in base salary during the contract year solely due to involuntary transfer or reassignment, though assignment-specific stipends may be adjusted if duties no longer apply.

The District recognizes the value of consistent leadership within school communities and will make reasonable efforts to avoid assigning building administrators to responsibilities spanning more than one building whenever practicable.

C. Emergency Transfers

The District may implement transfers or temporary reassignments during the school year due to operational necessity, including but not limited to enrollment changes, staffing shortages, school closure, safety concerns, administrative leave coverage, or program changes.

The District shall provide written notice to the Association and meet with the affected building administrator as soon as practicable following the decision. Temporary assignments exceeding twenty (20) working days shall include clarification of expected responsibilities, reason for reassignment, reasonable transition support and duration.

D. Reduction in Force (RIF)

A Reduction in Force occurs when the District eliminates or reduces administrative positions in the event of declining enrollment, budget reductions, school closure, program reduction, organizational restructuring, or other reasons, resulting in the elimination or reduction of administrative positions.

Whenever practicable, the District shall provide notice of a RIF to the affected member and Association by May 15 for the following school year or as soon as practicable. The building administrator may have Association representation during such meetings. The Superintendent shall determine which administrative positions are to be reduced or eliminated based on the educational and operational needs of the District.

Affected building administrators shall receive consideration for available administrative vacancies for which they are qualified and properly certificated. When qualifications are substantially equal, the District may consider administrative seniority among other relevant factors such as prior evaluations, school and program needs.

Transfers or reassignments related to school closure, program reduction, or Reduction in Force shall not be considered disciplinary.

E. Appeal Process

A building administrator may submit a written request for reconsideration of an involuntary transfer or reassignment within five (5) working days of notice. The Superintendent or designee shall respond in writing within five (5) working days.

Transfer and reassignment decisions remain within the District's management rights and are not subject to binding arbitration unless alleged to violate a specific provision of this Agreement.

F. Management Rights

Nothing in this Section limits the District's authority to determine staffing levels, organizational structure, school openings or closures, or program offerings consistent with state law.

Appendix A

Position	Year 1 & 2	Year 3 & 4	Year 5 & 6	Top
High School Principal	\$204,902	\$206,089	\$206,682	\$207,276
Middle School Principal	\$192,457	\$192,751	\$193,044	\$195,458
Elementary Principal	\$182,331	\$183,358	\$184,384	\$187,081
HS Assistant Principal	\$177,498	\$178,649	\$179,799	\$182,242
MS Assistant Principal	\$168,791	\$170,195	\$171,600	\$173,744
Elementary Assistant Principal	\$165,630	\$168,037	\$169,293	\$169,328

**Procedure for Filling Openings on District Bargaining Teams –
Operating Agreement
Between the NKSAA and the North Kitsap School District**

It is in the mutual interests of the NKSAA (the association) and the North Kitsap School District (the district) to have association members serve on teams organized by the district for collective bargaining with other employee association and unions. (Those interests are documented and memorialized in the NKSAA - North Kitsap School District Negotiations minutes, December 7, 2009.)

The district and the association agree to use the following procedure when the district identifies that there is a need for a certificated administrator, or administrators, to serve on a collective bargaining team:

The superintendent, or his/her designee, will inform the President of the NKSAA that there is an opening on a bargaining team.

(*Note: The district may inform the association if there is a specific administrator it feels would be a good fit for the available opening. If that is the case, the association leadership, at their discretion, can tell the district to move forward and offer the opening to the administrator of their choice, who has the option to accept or decline, or to continue following the procedure as outlined below.)

The President will inform the Association general membership of the opening in a manner determined most effective by the Association's leadership and seek volunteers.

At their discretion, the Association leadership will provide the district with the names of all volunteers for the opening, or only a selected number of volunteers.

The district will then make a selection based on the number of names moved forward by the association and contact the interested administrator.

COLLECTIVE BARGAINING AGREEMENT

Between

The North Kitsap School District

and

The North Kitsap School Administrators' Association

2026-2029

Adopted by the Board of Directors this 25th day of June, 2026 and recorded in the records of the District as of this date:

**NORTH KITSAP SCHOOL
ADMINISTRATORS ASSOCIATION**

BY: 
Travis Smith, Association President

Date: July 28, 2026

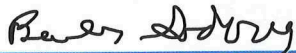
NORTH KITSAP SCHOOL DISTRICT #400

BY: 
Superintendent, Dr. Rachel Davenport

DATE: July 15, 2026

BY: 
Mike Desmond (Jun 29, 2026 16:36:47 PDT)
Board President, Mike Desmond

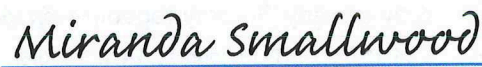
DATE: _____

BY: 
Beverly Godfrey (Jun 29, 2026 16:35:54 PDT)
Board Vice President, Beverly Godfrey

DATE: _____

BY: _____
Board Director, Stacy Mills

DATE: _____

BY: 
Miranda Smallwood (Jul 14, 2026 18:02:55 PDT)
Board Director, Miranda Smallwood

DATE: _____

BY: 
Debra Strawhun (Jun 30, 2026 08:03:39 PDT)
Board Director, Debra Strawhun

DATE: _____

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Final Audit Report

2026-07-15

Created:	2026-06-29
By:	Korinne Henry (KHenry@nkschools.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAAL1brGVnPIJKwmS5eyJIWRCBn0J10IFWS

"7.1%20NKSAA%20Collective%20Bargaining%20Agreement%202026-2029" History

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2026-07-15 - 1:02:55 AM GMT

1. $\frac{1}{x^2} = x^{-2}$ $\frac{d}{dx} x^{-2} = -2x^{-3} = -\frac{2}{x^3}$ $\frac{d}{dx} \frac{1}{x^2} = -\frac{2}{x^3}$

2. $\frac{1}{x^3} = x^{-3}$ $\frac{d}{dx} x^{-3} = -3x^{-4} = -\frac{3}{x^4}$ $\frac{d}{dx} \frac{1}{x^3} = -\frac{3}{x^4}$

3. $\frac{1}{x^4} = x^{-4}$ $\frac{d}{dx} x^{-4} = -4x^{-5} = -\frac{4}{x^5}$ $\frac{d}{dx} \frac{1}{x^4} = -\frac{4}{x^5}$

4. $\frac{1}{x^5} = x^{-5}$ $\frac{d}{dx} x^{-5} = -5x^{-6} = -\frac{5}{x^6}$ $\frac{d}{dx} \frac{1}{x^5} = -\frac{5}{x^6}$

5. $\frac{1}{x^6} = x^{-6}$ $\frac{d}{dx} x^{-6} = -6x^{-7} = -\frac{6}{x^7}$ $\frac{d}{dx} \frac{1}{x^6} = -\frac{6}{x^7}$

6. $\frac{1}{x^7} = x^{-7}$ $\frac{d}{dx} x^{-7} = -7x^{-8} = -\frac{7}{x^8}$ $\frac{d}{dx} \frac{1}{x^7} = -\frac{7}{x^8}$

7. $\frac{1}{x^8} = x^{-8}$ $\frac{d}{dx} x^{-8} = -8x^{-9} = -\frac{8}{x^9}$ $\frac{d}{dx} \frac{1}{x^8} = -\frac{8}{x^9}$

8. $\frac{1}{x^9} = x^{-9}$ $\frac{d}{dx} x^{-9} = -9x^{-10} = -\frac{9}{x^{10}}$ $\frac{d}{dx} \frac{1}{x^9} = -\frac{9}{x^{10}}$

9. $\frac{1}{x^{10}} = x^{-10}$ $\frac{d}{dx} x^{-10} = -10x^{-11} = -\frac{10}{x^{11}}$ $\frac{d}{dx} \frac{1}{x^{10}} = -\frac{10}{x^{11}}$

10. $\frac{1}{x^{11}} = x^{-11}$ $\frac{d}{dx} x^{-11} = -11x^{-12} = -\frac{11}{x^{12}}$ $\frac{d}{dx} \frac{1}{x^{11}} = -\frac{11}{x^{12}}$