

**AGREEMENT BETWEEN THE STANWOOD-CAMANO SCHOOL DISTRICT #401
AND
THE STANWOOD-CAMANO BUILDING ADMINISTRATORS**

**Article I
Purpose**

The purpose of this agreement is to recognize the rights of those building administrators who are entitled to bargain collectively under RCW41.59.090 to negotiate as a group with the superintendent for the purpose of establishing equitable compensation, hours of work and number of days of work. This agreement is subject to Stanwood-Camano School Board of Directors approval.

**Article II
Salaries**

The District and administrators collaboratively developed a database of benchmark districts, which will be used to determine the salary and benefits for the Stanwood-Camano building administrators. The database consists of seven (7) districts and will remain constant for the duration of the agreement. The districts used for benchmark data are: Arlington, Lake Stevens, Marysville, Monroe, Mount Vernon, Oak Harbor, and Snohomish. The Stanwood-Camano School District will pay the mean salary of the benchmark districts for equivalent positions on the salary schedule of the benchmark districts. The alternative school principal will be paid the same salary as a middle school principal. Stanwood-Camano School District will adjust salaries to average on an annual basis in the spring of each year to be implemented in the ensuing contract year. If at any time a Stanwood-Camano School District administrator's salary raises above the mean, no adjustment back to the mean shall be made to that administrator's salary. If a double levy failure occurs and/or there are reductions in State and Federal funding sources, this agreement will be reopened to discuss the total compensation and benefit package. The Stanwood-Camano School District will adjust Stanwood-Camano School District administrative salaries by any and all pass through percentage raises authorized by the Washington State Legislature.

The District recognizes that from time-to-time administrators may be requested to perform duties above and beyond their regular contract. When administrators are required to perform such duties, as approved by the superintendent, individual stipends will be awarded.

An overall unsatisfactory evaluation in any given year shall preclude the administrator from receiving any salary increase for the ensuing contract year and until such time as the overall rating is satisfactory.

Article III Benefits

Contract Benefit items shall not be charged to the building budgets (unless a specific amount, above and beyond the normal operating budgets, sufficient to cover these items is added to the building budget). Including such items as dues, mileage and negotiated travel as listed below.

Travel and Expenses

Upon the approval of the superintendent or designee, each administrator may be reimbursed for expenses accrued in connection with their employment. The compensation for mileage will be in the amount allowed by IRS. Administrators may use their own vehicle and claim mileage against their Professional Development account or building budget, even if a district vehicle is available. Eligible reimbursement for membership fees, travel and meal costs may include:

- Participating in local civic and service organizations (Board Policy 5525);
- Attending meetings, conducting business of the school and/or district;
- Other usual and customary expenses.

Professional Development

Professional development funds and funds supporting National Convention travel will not be provided during the 2014-15 school year. This section of the agreement will be reopened for discussion for the 2015-16 school year.

Each administrator will be provided with a professional development fund in the amount of \$2,200 to be used for workshops, conferences, college or university credit, other professional dues, mileage, and/or other professional development activities.

This fund is to be beyond the National Convention (stipulated below) and/or state conference travel and attendance budgeted in building accounts. These funds may further be used for the purchase of professional journals, information services, paper and hardbound books, college fees and transportation costs, and/or workshop expenses and fees and other educational materials and experiences designed to improve the administrator and his/her performance.

The District will provide funds, outside the building budget and the professional development fund, to support one fourth of the administrators for traveling to a National Conference per year. Administrators who serve on a Professional Regional/State Board, or who are elected officers may make a request to the superintendent to have said activities exempted from the above group.

Evaluation Support

Beginning in the 2014-15 school year, the District will provide up to \$10,000 for the sole purpose of supporting principals in the implementation of the teacher evaluation system. Each building will be allocated a portion of the lump sum based on the number of comprehensive evaluations the administrators in the building are responsible for in that year based on the following formula: (Number of comprehensive evaluations x current substitute teacher daily rate of pay) . [Example: Four (4) comprehensive evaluations times current substitute teacher

daily rate of pay (\$140.00) = the amount funded (\$560)] The funds will be used to pay for additional building support to provide the evaluator time to work on the observation report.

Doctoral Stipend

Administrators who hold a doctoral degree will be provided a \$1,620 stipend annually.

Medical

The District shall provide the building administrators with the same monthly contribution to approved group insurance coverage, optional individual/family medical coverage, and other approved insurance programs provided to the non-supervisory certificated employees as set forth in the Collective Bargaining Agreement between the District and Stanwood-Camano Education Association (“SCEA”).

The District shall pay the HCA Benefit Allocation for the Retiree Fund.

Dues to Professional Association

The District shall pay the dues for membership in one professional organization for each administrator.

**Article IV
Length of Individual Agreement**

All administrators covered by this agreement will be issued individual employment contracts commencing July 1st through June 30th of each following employment year. Length of individual contracts will be as follows, plus five (5) additional days at per diem:

High School Principal	218 days
High School Assistant Principal	205 days
Alternative School Principal	215 days
Middle School Principal	215 days
Middle School Assistant Principal	205 days
Elementary Principal	207 days
Director	207 days

The administrator’s mandatory workdays will match the teacher contracted workdays. Additionally, mandatory workdays will include summer administrative team workshop days and evenings. Exception to this may be made with the superintendent’s approval. Each administrator will be asked to submit an annual calendar to his/her immediate supervisor and the superintendent documenting projected workdays no later than July 15th of each year for the ensuing year.

**Article V
Experience**

Credit given for administrative experience shall be as follows:

- Within the same job classification, year for year experience shall be granted as per the salary schedule;
- When moving from one administrative classification to another and thereby assuming greater administrative responsibility, for every two years of experience at the lesser responsible level one year of experience will be granted on the salary schedule, up to a maximum of eight (8) years;
- When an administrator moves from a more responsible administrative position to a lesser responsible one, the lesser responsible pay category will be used.

**Article VI
Leaves**

Building administrators shall be entitled to the same leave provision as provided for in the most current SCEA Collective Bargaining Agreement.

In July of each year, an administrative employee in TRS Plan 2 or 3, who has personal leave remaining unused shall be reimbursed at their per diem rate for unused personal days up to a maximum of two (2) days per year. For administrators with a shorter work year, the per diem rate shall be calculated by dividing the gross annual salary for the administrative employee by the number of contracted work days.

**Article VII
Length of Agreement**

This agreement may be reopened by either party to negotiate salaries and benefits. This agreement covers from July 1, 2014 through June 30, 2017.

On behalf of the Stanwood-Camano School District, Board of Directors:



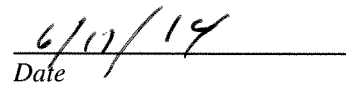
Stanwood-Camano School Board President



Date



Superintendent

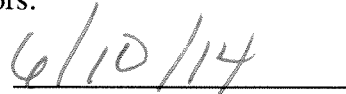


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On behalf of the Stanwood-Camano School Building Administrators:



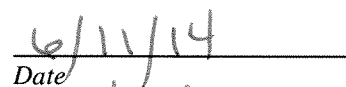
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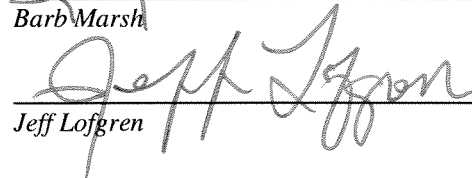
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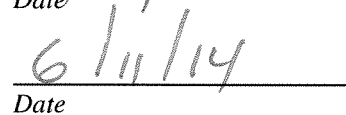
Barb Marsh



Date



Jeff Lofgren



Date