

# **ASSOCIATION OF BREMERTON ADMINISTRATORS 2011-2012**

## **RECOGNITION AND COVERAGE OF THE AGREEMENT**

The Bremerton School District 100-C Board of Directors recognizes the Association of Bremerton Administrators (ABA) as the exclusive representative of all principals, assistant principals, and other certificated program managers not otherwise exempted.

## **TERM OF AGREEMENT**

This Agreement shall be in effect from July 1, 2011, to June 30, 2012.

## **CONFORMITY TO LAW**

The parties agree that this Agreement shall be binding on both parties except that if any provision is, or shall be contrary to law, then such provision shall not be applicable, performed or enforced, except to the extent permitted by law.

The District and Association will not unlawfully discriminate with respect to sex, race, creed, religion, color, national origin, age, honorably discharged veteran or military status, sexual orientation including gender expression or identity, the presence of any sensory, mental, or physical disability, or the use of a trained dog guide or service animal by a person with a disability. The District will act in lawful compliance with federal and state laws and regulations regarding non-discrimination of employees.

## **MEMBERSHIP ON THE MANAGEMENT TEAM**

Members of this bargaining unit, together with the Superintendent and his/her Assistant Superintendent(s) and Directors, are recognized as active and full members of the management team. As such, members shall assume a leadership position in the management of the School District. If an employee strike should occur, the management team will continue to report to their duty stations and fulfill their responsibilities as directed by the Superintendent.

## **ADMINISTRATIVE STAFFING DETERMINATION**

To the extent possible, by May 15<sup>th</sup>, the District will determine the total number of administrative staff leaving the District for reasons of retirement, family transfer, normal resignations, leaves, discharge or non-renewal, etc. These vacancies will be considered in determining the number of available administrative positions for the following year.

## **LEAVES**

1. Each administrator will be granted one (1) day of sick leave per month. Unused sick leave may be accumulated on a year-to-year basis up to a total of the number of days in the contract period, not to exceed one year.

An administrator who retires may cash-out, or have paid into a qualified medical expense reimbursement plan, up to 180 accrued sick leave days, as established by State law.

2. Up to five (5) days Special Leave will be provided annually (non-accumulative) for family illness or bereavement to cover the serious health condition or death of a spouse, parent, sibling, child, grandchild, grandparent, and any relative or dependent living in the immediate household. "Serious health condition" shall be interpreted in a manner consistent with the Federal Family and Medical Leave Act.
3. The District will provide leave sharing as established by District Policy.
4. Upon request two (2) days of personal leave may be granted. At the end of each contract year, administrators may roll over unused personal leave days to the following year and accumulate a maximum of five (5).

Additional leave may be granted when the Superintendent determines that an unusual/critical circumstance beyond the control of the administrator has arisen that requires attention of the administrator during what would otherwise be working hours. Prior approval is required for granting this leave.

## **SALARY PROVISIONS**

During the course of this agreement, salaries specified in Appendix A shall be improved by the State-funded percentage increase for certificated administrative employees, if any. If the State grants a certificated administrator increase in a manner other than the percentage method, the parties will meet and confer for the purpose of applying such increase to the salary schedule.

Contract payment will be divided into twelve (12) installments, with first payment the last day of July and final payment the last working day of June each year.

Administrators will be paid a stipend of up to \$1,800 for projects designated by the Superintendent (for example: BEA negotiations).

## **SALARY SCHEDULE PLACEMENT**

When an Assistant Principal is promoted to the position of Principal, two years of experience as an assistant principal shall be equal to one year of experience as a principal, provided that less than half-year assignments will not be included.

## **CONTRACT DAYS**

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

### **2010-2011**

Position	Work Days*	Non-Work Days	Holidays	Vacation
High School Principal Junior High Principal Middle School Principal	225	3	12	20
Alternative School Principal Supervisor, Professional Technical Education	220	8	12	20
Elementary School Principal Elementary School Assistant Principal Middle School Assistant Principal Junior High School Assistant Principal High School Assistant Principal	215	13	12	20

\*includes 5 on-call days

## **WORK CALENDAR**

Work days (excluding on-call days), holidays, and non-work/vacation days will be indicated on a yearly Work Calendar, which will be distributed by Personnel prior to July 1 of each year. Changes in the yearly Work Calendar (but not the number of work days) will be approved by the superintendent or designee.

Two additional days' work may be paid at a rate of \$335 per day.

## **VACATION DAYS**

Administrators will accrue twenty (20) vacation days annually. Vacation shall be prorated for less than full-time or partial-year administrators. Vacation may be accumulated to a maximum of thirty (30) days.

With prior approval from the superintendent or designee, administrators may elect to:

1. receive remuneration for unused vacation days. To receive payment for unused vacation days, the administrator shall submit to the superintendent or designee a request for vacation cash out. The request will include the special event, project, seminar, etc., in which you will be engaged during this time.
2. accrue unused vacation days (up to a maximum of thirty days) to be cashed out at the time of retirement or resignation. To accrue unused vacation days, the administrator shall submit to the superintendent or designee a request for vacation accrual, indicating the special event, project, seminar, etc., in which you will be engaged during this time.

Remuneration or cash out for accrued vacation shall be calculated at the administrator's per diem rate based on actual work days, i.e., 1/225, 1/220 or 1/215.

## **BENEFITS**

The District will provide the monthly State-funded amount per full time equivalent (FTE) employee towards the premium payment of approved medical, dental, and vision care benefits in accordance with District Policy and State guidelines. In addition, the District shall not deduct the first \$45.50 per FTE per month of the state Health Care Authority (HCA) carve-out from the monthly state-funded amount for insurance. One-half of any increases in the HCA carve-out above \$45.50 per FTE per month shall be deducted from the monthly state-funded amount for insurance. The other half of such increases shall be paid by the District from other funds.

In addition to the above, the District will provide long term disability insurance and term life insurance in the amount of \$100,000.

The District shall allocate any unused State-funded insurance monies on a pooled basis. The pool shall be calculated in September, October, January and April.

## **LIABILITY INSURANCE**

The District will provide liability insurance covering ABA members pursuant to state law.

**PROFESSIONAL DEVELOPMENT**

The Association recognizes the importance of student achievement as a measure of the success of our community schools. To honor this, administrative professional development monies will be used solely toward activities focused on increasing student achievement.

1. The District will provide payment of membership dues to one state and one national professional organization.
2. ABA members will receive \$1,600 for attendance at conferences, workshops, etc. (This would cover both in-state and out-of-state activities, for registration, travel, food, and lodging, etc.) A maximum of \$5,000 in unused funds will be carried over for the next year per individual member.
3. Building administrators and central office administrators may participate in Professional, Civic and Service Organizations, as provided by District policy. Expenses and fees paid will be limited to the actual costs for membership and required participation, when participation is approved in advance by the Superintendent.
4. In addition, a pool of \$3,000 per year will be allocated to cover cost of substitutes for attendance at conferences.
5. In the event of a double levy failure the District and the Association will meet and confer regarding this portion of Agreement.

IN WITNESS WHEREOF, the parties have executed this Agreement by their duly authorized representative.

BREMERTON SCHOOL DISTRICT 100-C

/s/ Vicki Collins  
Vicki Collins  
President, Board of Directors

10/6/2011  
Date

/s/ Flip Herndon  
Lester "Flip" Herndon  
Superintendent and  
Secretary to the Board of Directors

10/6/2011  
Date

ASSOCIATION OF BREMERTON ADMINISTRATORS

/s/ Mike Sellers  
Mike Sellers  
Co-President

10/7/2011  
Date

/s/ Jeff Streck  
Jeff Streck  
Co-President

10/7/2011  
Date

## Appendix A - 2011-2012 ABA Salary Schedule

<b>Position</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>Year 5</b>
<b>Assistant Principal, Elementary 215 Days</b>	<b>\$79,974</b> \$371	<b>\$82,037</b> \$382	<b>\$84,095</b> \$391	<b>\$86,591</b> \$403	<b>\$87,254</b> \$406
<b>Assistant Principal, Middle School 215 Days</b>	<b>\$83,740</b> \$389	<b>\$85,866</b> \$399	<b>\$87,990</b> \$409	<b>\$89,281</b> \$415	<b>\$91,749</b> \$427
<b>Supervisor, Technical Education 220 Days</b>	<b>\$85,465</b> \$388	<b>\$87,669</b> \$398	<b>\$88,295</b> \$401	<b>\$92,074</b> \$419	<b>\$93,742</b> \$426
<b>Asst Principal/Athletic Dir, High School 215 Days</b>	<b>\$87,383</b> \$406	<b>\$89,602</b> \$417	<b>\$91,820</b> \$417	<b>\$94,038</b> \$437	<b>\$95,710</b> \$445
<b>Principal, Elementary School 215 Days</b>	<b>\$89,903</b> \$418	<b>\$92,219</b> \$429	<b>\$94,537</b> \$440	<b>\$96,853</b> \$450	<b>\$98,599</b> \$459
<b>Principal, Alternative School 220 Days</b>	<b>\$88,861</b> \$404	<b>\$92,696</b> \$421	<b>\$93,371</b> \$424	<b>\$95,624</b> \$435	<b>\$97,356</b> \$443
<b>Principal, Middle School 225 Days</b>	<b>\$97,197</b> \$432	<b>\$99,701</b> \$443	<b>\$102,209</b> \$454	<b>\$104,712</b> \$465	<b>\$107,111</b> \$476
<b>Principal, High School 225 Days</b>	<b>\$103,923</b> \$462	<b>\$106,555</b> \$474	<b>\$109,280</b> \$486	<b>\$111,956</b> \$498	<b>\$114,029</b> \$507

**LETTER OF AGREEMENT**

**THE PURPOSE OF THIS LETTER OF AGREEMENT IS TO SET FORTH THE FOLLOWING AGREEMENT BETWEEN THE ASSOCIATION OF BREMERTON ADMINISTRATORS AND THE BREMERTON SCHOOL DISTRICT FOR THE 2011-2012 SCHOOL YEAR.**

**3% Legislative Cut to District Allocation  
Letter of Agreement**

In response to the State’s unprecedented 3.0% reduction in basic education funding for the administrative allocation, it is agreed that the Association of Bremerton Administrators shall take a \$1,700 reduction in pay or benefits through one or more of the following self-selected options:

- a) exchange one or two days of the yearly personal day allocation at the per diem rate;
- b) exchange up to \$1,600 in professional development funds;
- c) exchange up to two vacation days at the per diem rate;
- d) exchange two additional days’ work at \$335 per day;

Administrators will complete a form indicating which option(s) have been selected to accomplish the \$1,700 reduction. Forms will be completed by October 1 and will require approval by the administrator’s supervisor.

If the State restores the administrative salary allocation, the amount above shall be adjusted based on the same proportional basis as funding is restored.

ASSOCIATION OF  
BREMERTON ADMINISTRATORS

BREMERTON SCHOOL DISTRICT  
NO. 100-C

BY: /s/ Mike Sellers  
Mike Sellers

BY: /s/ Flip Herndon  
Lester “Flip” Herndon, Ed.D.

BY: /s/ Jeff Streck  
Jeff Streck

ITS: Superintendent

ITS: Co-Presidents

DATE: 10/6/2011

DATE: 10/7/2011