

July 1, 2022 – June 30, 2025

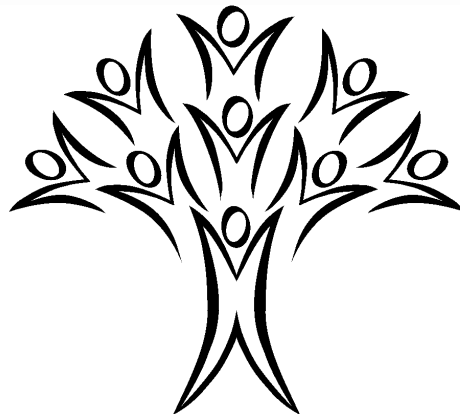
# **Collective Bargaining Agreement**

*between*

Spokane School District No. 81  
Board of Directors  
and the  
Spokane Principals' Association

*Representing*

***Principals & Assistant  
Principals***



**Spokane Public Schools**  
*excellence for everyone*

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## **PREAMBLE**

This Agreement is made and entered into between Spokane School District No. 81 (hereinafter referred to as "District") and the Spokane Principals' Association (hereinafter referred to as "SPA").

For the purposes of this Agreement, the term "principal" will include both principals and assistant principals of the Spokane Principals' Association, unless designated otherwise.

## **SECTION 1. SALARY**

### **A. 2022-2025 Base Salary Schedule**

The salary schedule (Addendum A) will be the base for the 2022-23 principal salary schedule effective July 1, 2022.

Beginning with 2023-24, the salary schedule (Addendum A) will be amended to reflect the annual salary inflation increase provided in the adopted State budget (IPD), or 2%, whichever is greater.

Beginning with 2024-25, the salary schedule will be amended to reflect the annual salary inflation increase provided in the adopted State budget (IPD), or 2.1%, whichever is greater.

If the legislature takes action during the term of this contract that would impact the provisions of this schedule, then, upon review, the parties agree to identify and negotiate the impacts of such action on the salary schedule.

- B. Other Salary Compensation – Per Diem Pay Calculation – For the purposes of this Agreement, “true” per diem pay is defined by dividing annual base salary (as defined on the annual salary worksheet) by 219 stipulated workdays.
- C. A 20-year longevity stipend of 4% of the principal’s salary placement will be paid in twelve (12) equal monthly payments effective July 1 through June 30. The longevity stipend will be based on years of experience as reported on the S275 and as would be utilized for salary placement for certificated personnel.
- D. A professional responsibility stipend of 7.5% of the principal’s salary placement will be paid in 12 equal monthly payments effective July 1 through June 30.
- E. Principals will have the option of earning supplemental pay for up to twelve (12) days of work beyond their scheduled workday(s) for purposes of participating in enrichment activities. Assistant Principals will have the option of earning supplemental pay for up to ten (10) days of work beyond their scheduled workday(s) for the purpose of participating in enrichment activities. This time will be identified as “Enrichment Time” for payroll reporting purposes. Such work is to be reported in half-day increments. Usually, such work will be reported on weekends and holidays. Exceptions can be made for special evening activities.
- F. During the third year (2024-2025) of the 2022-2025 three-year bargained agreement between the District and SPA, a salary and compensation survey will be conducted using the following process below.

1. The parties agree to jointly conduct a salary survey in November of the final year of the existing collective bargaining agreement (CBA) to monitor the competitiveness of the SPA member total compensation. The salary survey will be conducted in accordance with the following steps:

- i. Collect salary information from comparator districts listed in the table below:

<b>Eastern &amp; Central WA School Districts</b>	<b>Other WA School Districts</b>
Central Valley SD	Evergreen SD
East Valley SD	Federal Way SD
Kennewick SD	Kent SD
Mead SD	Seattle SD
Pasco SD	Tacoma SD
Richland SD	Vancouver SD
West Valley SD	
Yakima SD	

- ii. Rank the total compensation as defined below:
      - Base salary
      - Additional, percentage-driven
      - VEBA or another similar savings plan
      - Additional paid workdays
      - Other provisions that are mutually agreed upon by the District and SPA
2. The percentage of any increases to total compensation based upon the salary survey specified in Article I, Section F (1) will take into consideration any regional factors and other market adjustments within the District and the comparator districts.

## **SECTION 2. SALARY SCHEDULE PROVISION**

- A. Placement on the salary schedule will be determined by the Chief Human Resources Officer.
- B. Any principal assigned to a part-time principal position will receive salary based on the percentage of time which they are assigned to the principalship. The individual will receive additional salary, as appropriate, for the portion of their assignment which is devoted to an assignment other than the principalship, if any.
- C. In case of transfer (including application and offer) from one position represented by SPA to another position similarly represented, the employee will be placed in the new classification on the first experience step on which they would receive an annual salary increase if the position is associated with a higher pay classification.

### **SECTION 3. BENEFITS**

- A. School Employees Benefit Board (SEBB). The following provisions are presently in effect by the SEBB, and modifications made by the SEBB will be implemented as required by law. All the provisions of this section shall be interpreted consistently with the rules and regulations of the SEBB. If the Washington State Legislature changes provisions of the SEBB to allow for changes in employee contribution towards elective benefits or substantially changes the medical coverage provisions, either party can reopen this agreement for negotiations over the changes.
1. Beginning January 1, 2020, the District shall pay the full portion of the employer contribution to the SEBB for insurance program as adopted by the School Employees Health Care Coalition agreement for all employees who meet the eligibility requirements outlined below. The employer contribution will be equal to the state funded allocation rate and will be paid throughout the school year. For purposes of benefits provided under the SEBB, school year shall mean September through August, and shall also be referred to as the eligibility year.
  2. Employee payroll deductions for premiums and surcharges will be based on the policies and rate schedules established by the SEBB Program. Employee rates will be paid to the Health Care Authority (HCA) through payroll deduction for the month in which the employee receives the benefits.
  3. Benefits presently provided by the SEBB include but are not limited to:
    - a. Medical
    - b. Dental including orthodontia
    - c. Vision
    - d. Basic Life and Accidental Death and Dismemberment Insurance (AD&D)
    - e. Basic Long-Term Disability
  4. Employees are eligible to participate in the SEBB offered Medical Flexible Spending Arrangements (FSA) and Dependent Care Assistance Program (DCAP). Employees will also have the option of enrolling in a Health Savings Account (HSA) when a qualifying High Deductible Plan (HDHP) is selected for their medical insurance. In addition, employees will be able to utilize payroll deduction if available by SEBB for any supplemental insurance that they choose to enroll through SEBB (e.g., optional AD&D, Long Term Disability, etc.)
  5. Dependent Coverage for the Purpose of SEBB:
    - a. Legal spouses, state registered domestic partners, children up to age 26 (biological and adopted children, children of the employee's spouse or state registered domestic partner, children for which a court order of

divorce decree created a legal obligation to provide support or health care coverage) and children of any age with a developmental or physical disability who meet SEBB certification requirements.

## 6. Eligibility

- a. Employees, including substitutes, shall be eligible for full insurance coverage under SEBB if they work, or are anticipated to, 630 or more hours in a school year. Should an employee who previously was not expected to be eligible for benefits under SEBB works 630 hours in one year, the employee will become eligible for benefits to begin the month after attaining 630 hours. Should the employee meet the 630-hour eligibility mid-year for two consecutive years, the employee will be anticipated to work 630 hours going forward if in the same position and, therefore, be eligible for benefits under SEBB. For the purposes of counting hours for eligibility, the year shall be from September 1 through August 31. All hours worked during the year shall count for the purposes of establishing eligibility.
- b. When an employee is hired into a position that would qualify for benefits if filled for the full eligibility year, and there are not enough days remaining in the year to achieve 630 hours, and the employee is anticipated to work 630 hours during the following year, that employee will be provided benefits coverage if the employee will be working at least 17.5 hours each week for 6 of the last 8 weeks before the end of the year (August 31) for 11-12 month positions.
- c. In accordance with the SEBB program, paid leave shall count towards the 630-hour used to determine eligibility for benefits under this section. An employee on approved leave under the federal Family and Medical Leave Act (FMLA) or the Washington State Paid Family Medical Leave Program may continue to receive the employer contribution toward SEBB insurance coverage in accordance with the federal FMLA or RCW 50A.04.245.
- d. For an employee on leave without pay who is no longer anticipated to meet the eligibility standard for employer paid insurance benefits by the end of the school year, the employee will have the option of self-paying premiums and applicable surcharges to the HCA in accordance with the SEBB continuation coverage option.

## 7. Benefit Enrollment/Start:

- a. SEBB will provide an open enrollment period each year to allow employees to modify their benefit plan selection for the ensuing benefit plan year. The open enrollment period shall be established by the SEBB



program.

- b. If an employee has a qualifying change in family or employment status, outside the annual open enrollment period, benefit changes may be requested in the manner and timeframe established by the SEBB Program Special Open Enrollment.
- c. An eligible employee must complete enrollment and dependent verifications within the required timeframe established by the SEBB Program.
- d. In the event an eligible employee does not submit benefit enrollment information within the required timeline, the employee will be automatically enrolled in the employee only default plans for medical, dental, vision, basic life, AD&D, and basic long-term disability insurance, in accordance with the SEBB Program.
- e. Benefit coverage will begin the first day of the month following the first day of work for eligible positions (per the Eligibility clause above), except during the month of September when the employee's benefit coverage will begin in September on their 1<sup>st</sup> day of work if the employee is in an eligible position and the employee begins on or before the first school day in September.

8. Continuity of Coverage:

Employees previously employed by a SEBB employer and eligible for SEBB coverage in the month prior to their first day of work will have uninterrupted benefits coverage if they meet the eligibility requirements above.

9. Benefit Termination/End:

- a. Any employee eligible for benefits who terminates the employee/employer relationship shall continue to receive benefits through the last day of the calendar month of employment, consistent with the SEBB provisions.
- b. In accordance with SEBB provisions, when an employee eligible for benefits separates from employment after completion of the employee's full contract obligation, the separation will be effective August 31. In cases when an employee provides notice of an alternate date, the District will provide the employee notification of the impact on benefit eligibility and coverage.

- B. COBRA continued coverage and other extended coverage will be extended to all eligible employees as required by law and SEBB provisions.

C. In accordance with state and federal law, employees have the opportunity to participate in making VEBA contributions based on the outcome of the employee group votes conducted by the Association. VEBA funding options include: sick leave cash out at retirement, and annual sick leave sell back. If one (1) or more options are adopted by the employee group cotes, all eligible employees in the group must participate. The Association will annually notify the District by November 15<sup>th</sup> of the participation in the VEBA plan and the approved employee funding options. The Association's written notification to the District will constitute agreement of the parties for implementation of VEBA contributions for the next calendar year. The election results remain in place for the entire calendar year.

D. Retirement:

Employees participate in retirement in accordance with the rules and regulations established by the Washington State Department of Retirement Systems.

E. Tax sheltered annuity and Washington State Deferred Compensation deposits shall be transferred by payday each month. Every employee participating in an annuity or the state's deferred compensation program will be provided notice of the date of transfer of their tax-sheltered annuity.

F. The District shall provide automatic payroll deduction for health club fees at the employee's option.

G. The District will contribute \$100.00 per month toward each SPA member's VEBA account (a tax-free health reimbursement account). This amount will be pro-rated for part-time SPA members. In addition, in accordance with state and federal law, employees will have the opportunity to participate in making additional VEBA contributions based on the outcome of the employee group cotes conducted by the Association. VEBA funding options include: self-paid VEBA, sick leave cash out at retirement, and annual sick leave sellback. If one (1) or more options are adopted by the employee group votes, all eligible employees in the group must participate. The Association will annually notify the District by November 15<sup>th</sup> of the participation in the VEBA plan and the approved employee funding options. The Association's written notification to the District will constitute agreement of the parties for implementation of VEBA contributions for the next calendar year. The election results remain in place for the entire calendar year.

## **SECTION 4. WORK YEAR**

### **A. Basic Contract Work Year**

The work year will be twelve (12) months from July 1 through June 30 annually. The Contract length for administrators in the unit is 260 days, inclusive of holidays and vacations, with the number of stipulated workdays as described below:

	<u>Days</u>	<u>Holidays</u>	<u>Vacation</u>
Middle School Assistant Principal	219 days	13 days	28 days
Senior High Assistant Principal	219 days	13 days	28 days
Elementary Principal	219 days	13 days	28 days
Middle School Principal	219 days	13 days	28 days
Senior High Principal	219 days	13 days	28 days

It is expected that principals will work during the time students are in school and during those times before and after school as necessary for proper opening and closing of school, as well as participate in appropriate, District-designated professional development activities as predetermined by the District in collaboration with SPA.

### **B. Absences**

During periods of weather emergencies or natural disasters, principals are the District's liaison with individual buildings and are responsible to report to the building in order to assess the situation and to address student safety and communicate that status to district officials. A system and timeline for such communication will be a part of the district's emergency plan. Principals may not be required to remain on-site for the duration of the emergency.

In the event of unusual or extraordinary circumstances which result in emergency calendar changes, principals will be given the same opportunity to request special consideration for leaves of absence as those offered to the other district staff. Principals will make every effort to make the necessary adjustments to their prior personal arrangements. If such adjustments are not possible, the principal will work with the School Director to determine alternative coverage and appropriate absence reporting.

There may be infrequent yet important family celebrations or special occasions which are planned by others and are scheduled on dates when students and teachers are present. Principals may request to schedule vacation for such special occasions using appropriate leave accruals. Requests should be made through School Directors. Requests will be reviewed and will be recommended for approval to Human Resources if appropriate and if coverage can be arranged. Other requests for vacation are to be submitted to School Directors.

C. Flexible Workdays – Flex Days:

Flex days are designated workdays (not vacation days) which can be worked at other than the normal scheduled hours and at site(s) other than the school building as long as the principal can be contacted by the District. Days designated are days when students and certificated staff are not scheduled to be present. Flex days may be exchanged with vacation days with the approval of the School Director.

D. Vacation

Principals will accrue vacation at 18.66 hours (2.3 days) per month and will be entitled to the days of vacation associated with each position for each fiscal year. Each of these accounts may accrue, as of August 31 of each year, to a maximum of thirty (30) days, unless additional accrual is authorized by the superintendent. Principals are responsible for reporting leave use to their applicable payroll timekeeper. During a timekeeper's absence, leave may be submitted directly to the payroll department in order to meet regular payroll cut-off schedules. In no case will a carryover from year to year be in excess of 30 days.

Each year, a maximum of five (5) accrued and unused vacation days may be converted to pay at the employee per diem rate. Payment requests may be submitted throughout the year on an Exception Hours Form. The employee is responsible for ensuring the Exception Hours Form is submitted prior to the August payroll cutoff date each year.

New principals and assistant principals will be authorized use of vacation in excess of their accrued vacation balance from July 1 through December 31 during the first year of employment only. Such use of vacation will be reflected in a negative vacation hour(s) balance in the payroll system.

Principals who are covered by TRS I or PERS I and who have accrued vacation may take their vacation prior to termination or be paid upon termination for accrued vacation, providing paid vacation upon termination does not exceed a total of 30 days. Under no circumstances may an employee be paid for more than total of 30 days of unused vacation days during their two highest years of compensation for retirement purposes.

Principals who are covered by TRS II, TRS III, or PERS II and who have accrued vacation may either use such vacation prior to termination or may receive payment for the unused accumulated annual leave. However, such payment may not be used by the state retirement system for calculating benefits.

## **SECTION 5. PROFESSIONAL DEVELOPMENT**

### **A. Professional Association Dues**

The District will pay the annual dues of principals for their respective state and national principals' associations or up to five hundred dollars (\$500.00) for other District-approved professional organizations.

## **SECTION 6. LEAVE OF ABSENCE**

Available types of leaves of absence are described below. Employees absent because of general or other leaves described below may not serve in other forms of gainful employment, unless by special approval of the Human Resources department. To do so may constitute a breach of contract.

- A. **General Leave:** Principals will be allowed a total of twelve days per school year on a prorated basis for the various types of general leave which shall be accumulated, tracked, and categorized as follows:

1. **Method of Accumulating and Tracking:** General leaves shall be cumulative from year to year to a maximum equal to the number of contract days in the contract work year in the principal contract. Unless changed by future negotiations, that amount shall be 260 days.
  - a. A continuing employee will be entitled twelve leave days front-loaded on the day they are scheduled to report to work in the new contract year. However, the yearly allowable number of leave days will be prorated for any leaves without pay extending from the twenty-one (21) days or more. Employees who use, and are paid for, the yearly front-loaded allowable sick leave days, but who do not report for work during the contract year, will reimburse the District for any general leave given.
  - b. If the contract is terminated during the year for other than health reasons, the days allowed for the current year will be adjusted pro-rated to those days used but not earned. A person commencing employment during the school year will be granted leave days on a pro-rated basis.
2. **Categories of General Leave:**
  - a. Sick Leave: Sick leave is defined as days of absence from duty because of personal injury or sickness.
  - b. Family Care Leave: Employees shall be allowed to use their accrued general leave to care for immediate family members with a health condition that requires treatment or supervision.
  - c. Emergency Leave: This leave is intended for problems for which pre-planning is either not possible or could not relieve the necessity for the employee's absence (ex: court appearances, extension of bereavement for travel purposes, funeral of a friend not covered under bereavement leave). Emergency leave must be approved by Human Resources.

- d. Religious Accommodation Leave: Employees who are members of recognized religious groups have the right to request in advance through Human Resources up to three (3) days per work year of non-accumulating religious accommodation leave when the recognized religious group celebrates a holy day or religious holiday, requires attendance at the celebration, and the celebration is only scheduled at a time which conflicts with the employee's scheduled workday and shift.
- e. Maternity Leave: Illness or disability caused or contributed to by pregnancy, miscarriage, abortion, childbirth, and recovery therefrom are temporary disabilities. Absences for reasons of maternity shall be granted according to the guidelines of the Washington State Human Rights Commission. As those guidelines change, the administrative procedure shall be revised accordingly. Procedures for accessing maternity leave are as follows:
  - i. An employee shall notify the Chief Officer for Human Resources as soon as possible in writing of the expected date of birth of the child.
  - ii. An employee is eligible for a leave of absence for the period of time that they are sick or temporarily disabled because of pregnancy or childbirth. Leave extending beyond five days shall require a physician's statement to verify the leave period for disability relating to pregnancy or childbirth. In instances where an employee requesting maternity leave is not under a physician's care because of religious reasons, a supporting written statement from the employee will be required. Such leave shall normally be limited to no more than six weeks.
  - iii. An employee can elect to utilize accumulated general leave for the period of actual physical disability caused by pregnancy, miscarriage, abortion, childbirth, and recovery therefrom, provided that the employee works up to the day her physician indicated as the beginning of her disability.
  - iv. If sick leave is exhausted during the period of physical disability, leave without pay may be granted for the duration of the disability, unless the time period is of such duration that granting the leave would be unreasonable in view of the necessities of the District.
  - v. When returning from leave, a statement from the employee's attending physician releasing the employee to return to work may be required.

- f. Parenting Leave: Employees may use up to thirty (30) days of accumulated general leave per year for introducing a new child into their family. This applies to regular childbirth as well as adoption. This leave is in addition to maternity leave.
- B. **Family and Medical Leave**: Any eligible employee is entitled to a total of twelve (12) work weeks of family and medical leave in accordance with the criteria and provisions of applicable statutes and District Policy No. 5404.
- C. **Washington State Paid Family and Medical Leave (PFML)**: Eligibility for leave and benefits as well as premium rates are established by the Washington State Paid Family and Medical Leave Program RCW 50A.04. Premiums collected from employees are through payroll deduction, and both employee and employers fund the Paid Leave program.
- D. **Shared Leave Pool**: The District shall provide employees with access to leave pooling as outlined in the Shared Leave policy adopted by the Board of Directors.
- E. **Bereavement Leave**: Bereavement is leave separate from other leave allocations described herein, and the amount of bereavement leave shall be allocated as described below. If travel or legal responsibilities necessitate the extension of approved absences related to the death of a relative, a request for use of emergency leave days can be made to Human Resources. Such requests shall be considered and may be approved, depending on the circumstances.
  - 1. Immediate Family: each employee shall be granted a maximum of five (5) days per incident of bereavement leave. Such leave shall be granted in incidents of a death in the employee's immediate family (including stepfamily) with pay for a period of up to five (5) days. Immediate family is defined as, spouse, domestic partner, son, daughter, other dependent child, parent, parent-in-law, grandparent, grandchild, brother, or sister. Domestic partners must be registered with the State, or the District must have an affidavit of Domestic Partnership already on file for benefit purposes.
  - 2. Near Relative: Absences due to the death of a near relative in the employee's family shall be allowed for a period of up to two (2) days. Near relative is defined as nephew, niece, aunt, uncle, cousin, grandparent-in-law, brother-in-law, sister-in-law, son-in-law, and daughter-in-law. For the purposes of this provision, the term "in-law" extends to domestic partnerships consistent with the above provision.
  - 3. Special Cases: In special cases, the Chief Officer for Human Resources or designee may extend the definition of immediate family.
- F. **Jury Duty**: Upon receipt of a jury summons, principals may contact Human Resources to request assistance in seeking a release from service or to request jury duty leave. If



the principal is unable to obtain a release from service, the time they are required to serve on jury duty shall be granted with pay and benefits with no deduction from leave balance, provided that the principal gives the district any compensation they receive for the time in jury duty service.

- G. **Special Leave:** In addition to the leave provisions above, principals may request and may be granted a special leave of absence. Such leaves may be granted with or without pay and benefits depending on the circumstances and may also be extended depending on the circumstance. Such determination will be made by the District. Principals may elect to continue to self-pay benefits during the period of unpaid leave as is allowed by law and by the District's insurance carriers.
- H. **Exceptional Leave:** Exceptional leave is the term used to request vacation for which no reason is required to be given. Such requests are made to the school director (coverage arrangements need to be made). Use of exceptional leave for vacation is deducted from the principal's accrued vacation balance. Up to two days of exceptional leave (vacation) are available to principals each contract year.

## **SECTION 7. EMPLOYEE ATTENDANCE INCENTIVE PROGRAM**

This provision will be consistent with RCW 28A.400.210 or its replacement.

- A. **Cash-Out:** Twelve (12) days may be accumulated per year to a maximum of one hundred and eighty (180) days available for cash-out as described below.
- B. **Separation:** At the time of separation from Spokane School District employment due to retirement or death, remuneration will be granted at a rate equal to one (1) day's current compensation for each four (4) days of accrued General Leave. The maximum number of days which can be remunerated is twenty-five (25) percent of one hundred eighty (180) days (forty-five [45] days). It is agreed that the provisions enumerated above will be in effect upon the effective date of this law and will continue in force unless RCW 28A.400.210 is changed or the law is found to be illegal or unconstitutional.

## **SECTION 8. REDUCTION IN FORCE, LAYOFF, AND RECALL**

### **Reduction in Force (RIF)**

- A. In the event RIF or layoffs are anticipated due to a financial emergency, the District and SPA agree to meet to:
- Establish a process and timeline
  - Discuss the financial information and resultant projected actions
  - Consider potential impact on programs and employees
  - Identify options for action(s) to be taken
  - Explore possible alternatives to layoff
  - Develop creative and practical ways to mitigate adverse impacts to District educational programs while minimizing the number of principals to be laid off.
- B. The District will prepare initial financial information to be shared with the Association and will prepare seniority lists by position. Included in the list will be the individual's certification and endorsements.
- C. Seniority for the purpose of RIF and layoff shall be defined as:
1. Date of hire into a SPA represented position
  2. Total years of educational experience
- D. The School Board has the legal responsibility to establish the educational programs to be provided by the District and has the legal authority to make necessary adjustments consistent with the financial resources available. Although the common goal is to have joint recommendations forthcoming from the District and the Association activities and discussions, the Board and the District must make decisions in a time frame that allows any adjustments to be made within statutory requirements.
- If no joint recommendations can be reached in a timely fashion as described herein, the fact that the Association engaged in discussions and activities regarding RIF and layoff shall not in any way suggest that the Association has thereby abrogated any legal rights to contest or to address the action(s) taken by the District and the School Board.
- E. The District will inform both the individuals identified for layoff and the Association of the data used to support the layoff as identified in this contract. Selection of which employees are to be laid off shall be made in inverse order of their seniority. Those with the lowest seniority will be selected first. Assistant principals will be laid off before principals are laid off.

- F. There will be no bumping down the seniority list. The District will publish the list of available positions and will work with the Association in seeking volunteers first in assigning principals to the available positions.

### **Recall**

- A. All principals who are laid off or have been reassigned to subordinate district positions in accordance with these procedures shall be placed in a recall pool for up to two (2) years.
- B. Recall shall be determined as follows:
  - 1. Each individual shall be considered for re-employment as a principal based upon certification and qualification(s) for position(s) available. The most senior qualified principal for the position will be re-employed.
  - b. Employees will be given a choice of positions when more than one position is available at the time the offer of re-employment is made. Employees who reject an offer of reemployment consistent with the terms noted herein will remain in the recall pool for up to two (2) years from the date of layoff.
- C. Persons in the recall pool shall be responsible for maintaining their current address and phone numbers with the District Human Resources Department.

## **SECTION 9. COMPLIANCE**

In the event any of the provisions in the Agreement are determined to be contrary to law or fail to meet compliance requirements, the parties agree to mutually develop lawful and/or compliant alternatives for the contract year in question.

## **SECTION 10. OTHER**

Other employment conditions which are outside of the scope of RCW 41.59.080(7) are covered by school board policy, administrative directives, and state code.

## **SECTION 11. SUPPLEMENTAL AGREEMENT**

This Agreement may be amended by mutual agreement during its life.

## **SECTION 12. EMBODIMENT**

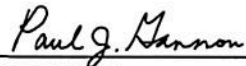
The Agreement expressed herein constitutes the entire Agreement between the parties except as this Agreement may be amended under the specific provisions listed within this Agreement.



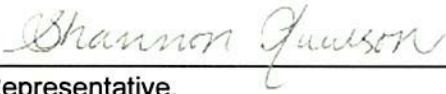
## SECTION 12. DURATION

The Agreement will be effective July 1, 2022 and will remain in effect until June 30, 2025. The parties agree to no reopeners during the life of the Agreement but agree to discuss issues of mutual interest as they may arise.

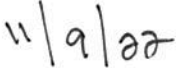
FOR THE ASSOCIATION:



\_\_\_\_\_  
President,  
Spokane Principals' Association



\_\_\_\_\_  
Representative,  
Spokane Principals' Association

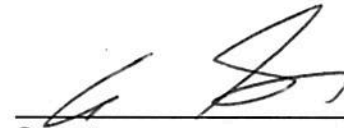


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Date

FOR THE DISTRICT:



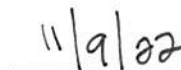
\_\_\_\_\_  
President,  
Board of Directors



\_\_\_\_\_  
Secretary,  
Board of Directors



\_\_\_\_\_  
Chief Human Resources Officer  
Spokane Public Schools



\_\_\_\_\_  
Date

## **ADDENDUM A: SALARY SCHEDULE**

**July 1, 2022**

### **SPOKANE SCHOOL DISTRICT NO. 81 PRINCIPAL'S SALARY SCHEDULE - PR, 2022-23**

		Middle School Assistant	High School Assistant	Elementary Principal	Middle School Principal	High School Principal
STEP	DAYS	260	260	260	260	260
A	Annual	112,163	117,466	119,728	125,716	132,001
	Monthly	9,346.92	9,788.83	9,977.33	10,476.33	11,000.08
	Hourly	64.01998	67.04680	68.33790	71.75571	75.34304
B	Annual	115,526	120,991	123,320	129,486	135,959
	Monthly	9,627.17	10,082.58	10,276.67	10,790.50	11,329.92
	Hourly	65.93950	69.05879	70.38813	73.90753	77.60217
C	Annual	118,992	124,619	127,019	133,370	140,040
	Monthly	9,916.00	10,384.92	10,584.92	11,114.17	11,670.00
	Hourly	67.91781	71.12957	72.49943	76.12443	79.93151
D	Annual	122,564	128,360	130,830	137,372	144,240
	Monthly	10,213.67	10,696.67	10,902.50	11,447.67	12,020.00
	Hourly	69.95662	73.26484	74.67466	78.40868	82.32877
E	Annual	126,239	132,207	134,753	141,493	148,566
	Monthly	10,519.92	11,017.25	11,229.42	11,791.08	12,380.50
	Hourly	72.05422	75.46062	76.91381	80.76084	84.79795
F	Annual	130,027	136,173	138,797	145,739	153,022
	Monthly	10,835.58	11,347.75	11,566.42	12,144.92	12,751.83
	Hourly	74.21632	77.72432	79.22203	83.18436	87.34132
G	Annual	133,928	140,258	142,961	150,111	157,613
	Monthly	11,160.67	11,688.17	11,913.42	12,509.25	13,134.42
	Hourly	76.44292	80.05594	81.59874	85.67979	89.96176

Doctorate \$2,000

\*\*\$3,000 if hired prior to July 1, 2016\*\*

# ADDENDUM B-1: CALENDARS

## 2022-2023 SCHOOL YEAR

### AUGUST

MON	TUE	WED	THUR	FRI
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
♦29	♦30	♦31		

### SEPTEMBER

MON	TUE	WED	THUR	FRI
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

### OCTOBER

MON	TUE	WED	THUR	FRI
3	4	5	6	7
10	11	12	13	♦14
17	18	19	20	21
24	25	26	27	28
31				

### NOVEMBER

MON	TUE	WED	THUR	FRI
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

### DECEMBER

MON	TUE	WED	THUR	FRI
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

### JANUARY

MON	TUE	WED	THUR	FRI
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

#### SIGNIFICANT DATES

Aug. 29 - 31 ..... Teacher Work Day/ Prof. Learn. Imp. Day  
 Sept. 1-2 ..... Launch Conferences  
 Sept. 5 ..... Labor Day  
 Sept. 6 ..... First Day of Classes (1st through 12th)  
 Sept. 7 ..... First Day of Kindergarten (A/B Rotation)  
 Sept. 13 ..... First Day of All Kindergarten Together  
 Sept. 26 ..... First Day for School Day Preschool (PK)  
 Sept. 27 ..... First Day for AM/PM & CIP PK  
 October 14 ..... Prof. Learn. Imp. Day / Non-Student Day  
 Nov. 11 ..... Veterans Day  
 Nov. 23-25 ..... Thanksgiving Break  
 Dec 19-Jan 2 ..... Winter Break  
 Jan 16 ..... MLK Day  
 Jan 26-27 ..... Elementary Progress Conferences / Non-Student  
 Feb 3 ..... Semester Break-Day / Non-Student Day  
 Feb 20 ..... President's Day  
 Feb. 21 ..... Prof. Learn. Imp. Day / Non-Student Day  
 April 3-7 ..... Spring Break  
 May 29 ..... Memorial Day  
 June 9 ..... Last Day for AM/PM & CIP PK  
 June 13 ..... Last Day for School Day PK  
 June 16 ..... Last Day of School  
 June 19 ..... Juneteenth  
 June 20-22 ..... Weather Make Up Days

#### ELEMENTARY GRADING PERIODS

Jan. 27 ..... End of First Semester Elementary  
 June 16 ..... End of Second Semester Elementary

#### ELEMENTARY REPORTING

##### First Grading Period

Feb. 6 ..... Report Cards

##### Second Grading Period

June 16 ..... Report Cards

#### SECONDARY GRADING PERIODS

Nov. 4 ..... End of First Quarter  
 Jan. 27 ..... End of First Semester  
 Apr. 14 ..... End of Third Quarter  
 June 16 ..... End of Second Semester

#### SECONDARY REPORTING

Nov. 15 ..... First Quarter Report Cards Secondary  
 Feb. 7 ..... First Semester Report Cards Secondary  
 Apr. 24 ..... Third Quarter Report Cards  
 June 22 ..... Second Semester Report Cards

### FEBRUARY

MON	TUE	WED	THUR	FRI
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	♦21	22	23	24
27	28			

### MARCH

MON	TUE	WED	THUR	FRI
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

### APRIL

MON	TUE	WED	THUR	FRI
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28

### MAY

MON	TUE	WED	THUR	FRI
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

### JUNE

MON	TUE	WED	THUR	FRI
			1	2
5	6	7	8	9
12	13	14	15	16
19	★20	★21	★22	23
26	27	28	29	30

#### LEGEND

- First/Last day of School
- Late Start/Collaboration
- Holiday
- No School/School Break Day
- Conferences
- ▲ Friday Collaboration Day/Early Release
- ♦ Teacher Workday/Prof. Learn. Imp. Day
- ★ Weather/Emergency Makeup Day



Spokane Public Schools  
excellence for everyone

2022-2023 SPS Calendar *DREAM. ACCESS. OPPORTUNITY.*

## 2023-2024 SCHOOL YEAR

2023-2024

August '23

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Aug

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Sept

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Nov

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Dec

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Jan

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Feb

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Mar

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Apr

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May

22

June

10

TOTAL

180

Professional Learning Improvement Day (PLID)

Teacher Workday

Late Start/Collaboration

First Day of Classes/ Last Day of School

Holidays

Conferences

Weather Make Up

Winter/Spring Breaks

Aug. 28 - 30: Teacher Work Day/ PLID

Aug 31 - Sept 1: Launch Conferences

September 4: Labor Day

September 5: First Day of Classes (1st through 12th)

September 6: First Day of Kindergarten (A/B Rotation)

September 12: First Day of All Kindergarten Together

September 25: First Day for School Day Preschool (PK)

September 26: First Day for AM/PM & CIP PK

October 13: PLID

November 10: Veterans Day

November 22-24: Thanksgiving Break

Dec 25 - Jan 5: Winter Break

Jan 16: MLK Day

Jan 25-26: Elementary Progress Conferences

Feb 2: Semester Break-Day / Non Student Day

Feb 19: President's Day

Feb. 20: PLID

April 1-5: Spring Break

May 27: Memorial Day

June 7: Last Day for AM/PM & CIP PK

June 11: Last Day for School Day PK

June 14: Last Day of School

June 19: Juneteenth

June 17, 18 & 20: Weather Make Up Days

# School Days

Aug

1

Sept

20

Oct

21

Nov

18

Dec

16

Jan

17

Feb

18

Mar

20

Apr

17

May

22

June

10

TOTAL

180

## ADDENDUM B-3: CALENDARS

### 2024-2025 SCHOOL YEAR

2024-2025						
August '24						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
Professional Learning Improvement Day (PLID)						
Teacher Workday						
Late Start/Collaboration						
First Day of Classes/ Last Day of School						
Holidays						
Conferences						
Weather Make Up						
Winter/Spring Breaks						
September '24						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					
October '24						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
November '24						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					
December '24						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				
January '25						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
February '25						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	
March '25						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					
April '25						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		
May '25						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						
June '25						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					
# School Days						
Aug						2
Sept						20
Oct						22
Nov						17
Dec						15
Jan						18
Feb						17
Mar						20
Apr						17
May						20
June						12
<b>TOTAL</b>						<b>180</b>