

COLLECTIVE BARGAINING AGREEMENT

BETWEEN
OTHELLO SCHOOL DISTRICT
#147-163-55
AND
OTHELLO ADMINISTRATOR'S
ASSOCIATION

July 1, 2023 - June 30, 2025

General Provisions

Recognition

The following Agreement applies to all Principals, Assistant Principals, and Directors that hold a position requiring a valid Washington State Teacher or Administrative Credential, beginning on the date when ratified by both parties through June 30, 2025. All provisions in this agreement apply unless specifically noted.

Conformity to Law

If any provision included in this Agreement, or any application of this Agreement to an Othello Administrative Association (OAA) member, should be found to be contrary to law by a court or regulatory opinion, then such provision or application shall have effect only to the extent permitted by law. All other provisions or applications shall continue in full force and effect.

Business

Basis of Payment

Salary payments shall be paid on the basis of twelve monthly installments. All salaries and contractual benefits will be prorated for less than full-time employees.

Personnel

Insurance Benefits

1. *Medical:* Beginning on January 1, 2020, in accordance with RCW 28A.400.280, and each year thereafter, the employer agrees to provide the insurance plans, follow employee eligibility rules and provide funding for all bargaining unit members and their dependents as required by State law, the State Operating Budget, and the School Employees' Benefits' Board (SEBB).

Professional Membership

The district will provide membership to the appropriate professional organization (AWSP or WASA) that best fits with the nature of the employee's role in the district.

Cell Phone Stipend

The district agrees to pay a \$1200 cell phone stipend to each employee. Payment will be made monthly over 12 months.

Professional Learning and Development:

To support the learning, growth, and retention of our educational leaders, the Othello School District is committed to providing financial assistance to members of OAA through a tuition reimbursement program. The district will allocate funds to support up to four OAA members per year, with each member eligible for up to \$3,000 in tuition reimbursement. This financial support can be used towards a district-approved doctoral program or certification.

The application and approval process for the tuition reimbursement will be a collaborative effort between the OAA and the district. This ensures fair access to funds among all eligible members. To be eligible for reimbursement the following must hold true:

1. The three most recent annual evaluations for the member must have an overall rating of proficient.
2. The district must determine the program of study demonstrates a direct benefit to the district.
3. The district must determine the certifications pursued demonstrate a direct benefit to the district.

The final determination regarding tuition reimbursement eligibility and approval will be made by the district.

In the event that an employee voluntarily separates from the district within three years of earning the credits or certification, the district will recover the reimbursements already paid out. The recoupment process will involve reducing the owed amount by 33% of the remaining balance each year.

Work Load

Work Year

The work year for all OAA members will be twelve (12) months from July 1 through June 30 annually. The contract length is 260 days, inclusive of holidays and vacations, with the number of stipulated work days and non-work days as described below:

1. Work Days: 217
2. Legal Holidays: 13
3. Vacation Days: 30

Labor-Management

Labor-Management

The district agrees to hold monthly labor-management meetings with OAA. Both parties can agree to cancel a meeting if there are no topics to discuss.

Leaves

Vacation

1. The employee shall receive thirty (30) vacation days annually. Unused days of vacation can be cashed out at per diem rates up to a maximum of ten 10 days. Additional unused days of vacation may be carried over each year to a maximum of five (5) days. At the time of separation from employment, accrued vacation days up to a maximum of thirty (30) days shall be paid to the employee.
2. The OAA will maintain a vacation google calendar for its members that shows when people are on vacation. This calendar will be shared with the central office administration to inform them of vacations.
3. Prior approval of vacation days from your supervisor will be required through frontline education.

Personal Leave

Five (5) personal leave days separate from any other leave will be granted each year. Requests for such leave must be submitted at least forty-eight (48) hours prior to the need for such leave. Unused personal days may be cashed out at the rate of 50% of per diem/hourly rate at the end of the contract year or may be carried over to a maximum of a one-day balance from year to year.

All Other Leaves

OAA members will be entitled to other leaves on a case-by-case basis as required by law and authorized by District Policies, including but not limited to sick leave and paid family leaves.

Salary Schedule

Experience

Initial placement of the OAA salary schedule shall be determined by years of administrator experience in Washington state. All in-district administrative experience will be counted for lane increases in the salary schedule.

Longevity

OSD will add longevity pay to Othello Administrator's Association members with more than 10 years of in-district service as follows:

- 11-14 years 1%
- 15-18 years 1.5%
- 18-22 years 2.0%
- 22+ years 2.5%

Compensation

The OAA salary matrix will increase annually by the Implicit Price Deflator (IPD).

The district will make available the OAA Salary Schedule to all members.

Certificated Admin Director All other T&L Directors, Early Learning, Alternative Education

Non-Certificated Admin Director Special Ed., CTE/School to Career, Athletics

2023-2024										
Position	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10+
Certificated Admin Director	\$131,142	\$132,453	\$133,778	\$135,116	\$136,467	\$137,832	\$139,210	\$140,602	\$142,008	\$143,428
Non-Certificated Admin Director	\$128,877	\$130,166	\$131,468	\$132,782	\$134,110	\$135,451	\$136,806	\$138,174	\$139,556	\$140,951
High School Principal	\$151,624	\$153,141	\$154,672	\$156,219	\$157,781	\$159,359	\$160,952	\$162,562	\$164,188	\$165,829
Middle School Principal	\$147,112	\$148,583	\$150,069	\$151,569	\$153,085	\$154,616	\$156,162	\$157,724	\$159,301	\$160,894
Elementary School Principal	\$141,344	\$142,757	\$144,185	\$145,627	\$147,083	\$148,554	\$150,039	\$151,540	\$153,055	\$154,586
High School Assistant Principal	\$136,827	\$138,195	\$139,577	\$140,973	\$142,382	\$143,806	\$145,244	\$146,697	\$148,164	\$149,645
Middle School Assistant Principal	\$130,628	\$131,934	\$133,253	\$134,586	\$135,932	\$137,291	\$138,664	\$140,051	\$141,451	\$142,866
Elementary Assistant Principal	\$130,628	\$131,934	\$133,253	\$134,586	\$135,932	\$137,291	\$138,664	\$140,051	\$141,451	\$142,866

Ward

OAA President

9/8/23

Date

[Signature]

Superintendent

9/11/23

Date