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AGREEMENT BETWEEN  
LYNDEN ADMINISTRATOR'S ASSOCIATION AND  
LYNDEN SCHOOL DISTRICT #504

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July 1, 2020 – June 30, 2023

JULY 1, 2020  
LYNDEN SCHOOL DISTRICT

2020-2023

Agreement between the Lynden Administrator’s Association and  
Lynden School District No. 504

**ARTICLE 1: DURATION**

This agreement shall become effective July 1, 2020 and remain in effect until June 30, 2023. This agreement may be reopened for items required by either legislation or regulation or for amendment only by mutual consent of the two parties.

**ARTICLE 2: RECOGNITION**

The Board of Directors of the Lynden School District No. 504 recognizes the Lynden Administrators’ Association as the exclusive representative of the following administrative personnel for the purpose of the negotiation of terms and conditions of employment for the duration of the agreement: Principals and Assistant Principals.

**ARTICLE 3: TERMS AND CONDITIONS**

The work year shall be twelve (12) months beginning July 1 and ending on June 30 annually as required by state law. The individual contract length for each administrative position would be as follows:

POSTION	NUMBER OF WORKDAYS
Senior High School Principal	222
Middle School Principal	220
Senior High School Assistant Principal	215
Lynden Academy Principal	215
Elementary School Principal	215
Middle School Assistant Principal	215

**ARTICLE 4: ECONOMIC PROVISION(S)**

**SECTION 1: COMPENSATION:**

- A 4-step salary schedule for 2020-2021 is included in appendix 1. Each year the salary schedule will be updated based on a factor related to per-diem rate calculated using the 16+/MA 90 certificated salary schedule.
- Three (3) years of Assistant Principal experience = 1-year experience when moving into a principal position.
- Administrative experience from other school districts will be applied in the same manner as administrators who have experience in the Lynden School District.

**SECTION 2: PART YEAR EMPLOYMENT:**

If an administrator, new or transferred to his/her position, is hired by the District and agreement is reached between the Superintendent and the administrator to work additional days, the additional days worked beyond the contracted days will be paid at a per diem rate of salary based on the contract for the position. (See Appendix 1).

### **SECTION 3: HEALTH AND WELFARE BENEFITS:**

The District shall provide the state-funded amount, per month per each full-time employee to apply to individual and/or family medical coverage. Less than full-time administrator(s) will receive benefits based on their FTE. The benefits above shall include payment of 100% of the "carve-out" which will be paid by the Lynden School District No. 504 and that cost will not be passed on to the members of this bargaining unit.

Members will vote annually for what extra benefits, if any (vision, dental, long term disability, life insurance) will be included in the benefit package for the following school year. The vote results will be provided in writing to payroll by May 30<sup>th</sup> of each year for the following school year. If no communication is made to payroll by May 30<sup>th</sup>, current benefits will continue into the next year.

### **ARTICLE 5: LEAVES:**

Administrators will receive 12 sick days in accordance with state allocation and three (3) locally funded personal days each year. Standard carryover will apply to sick days. Administrators can carry over 2 personal days a year for a cumulative total of no more than 5 personal days per year. Administrators can use three personal day consecutively (including weekends and holidays) unless otherwise approved by the superintendent. Each year administrators can sell 1 personal day back at their per-diem rate of pay. Sick and Personal days are intended to be used on days previously marked as workdays.

Absences are to be recorded in Sub Online and notification of the Superintendent is required whenever a building principal will be absent from the building.

### **ARTICLE 6: PROFESSIONAL DEVELOPMENT**

#### **SECTION 1: PROFESSIONAL MEETINGS, INSERVICE, AND CONFERENCES**

Attendance at local and state association meetings shall be with pay and attendant costs, provided such meetings are for the purpose of professional improvement. These are considered part of the administrator's contracted days.

Attendance at all conferences must have a direct connection to the building and/or District plan and annual goals of the building and/or administrator. Attendance at major conferences must receive prior approval by the Superintendent. During the summer, principals may attend conferences as long as they do not interfere with District obligations.

Each building Administrator will be allowed up to \$ 1000 per year to be used for the costs of college tuition, fees, books, clock hours, and major conferences for the purpose of professional development. These dollars may be carried over for one year to a maximum of \$ 2000.

#### **SECTION 2: ANNUAL DUES**

The District will pay the annual dues to one professional organization for every administrator covered by this Agreement.

### **ARTICLE 7: EVALUATION**



School administrators will use the AWSP Principal Evaluation Tool. The District and school administrators will develop a regular schedule of meetings to collaboratively implement the new principal evaluation system as outlined by the state.

### **ARTICLE 8: WORK LOAD**

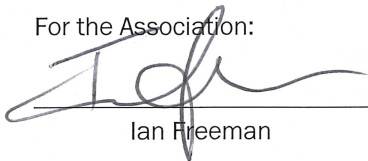
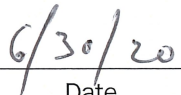


All administrators are expected to share the responsibility for district level curricular, hiring, employee relations, task forces, committees, grant and curricular program oversight, etc. beyond the scope of their individual assignment.

Extra support or financial compensation will be provided to administrators determined to be subject to a workload overload or who participate on district committees and/or teams that require significant commitment and responsibilities beyond the expected shared responsibility for district level participation. Overloads and support solutions will be determined jointly between the Superintendent and school principals.

For the District:

   
\_\_\_\_\_  
Jim Frey, Superintendent Date

For the Association:

     
\_\_\_\_\_  
Ian Freeman Date Molly Mitchell-Muma Date

# APPENDIX 1

## Lynden Administrator's Association Salary Schedule 2020-21

### First half of year (July 1 – December 31)

Certificated Staff		High	Days	Perdiem					
		\$ 99,280.00	180	\$ 551.56					
Steps	year	Elem Asst	Elm Prin	MS Ast	MS Prin	HS Ast	HS Prin	Lyn Acad	
		205	215	215	220	215	222	215	
		Days							
1	1-2	%	1.01	1.020	1.012	1.030	1.015	1.100	1.025
		Perdiem	\$557.07	\$562.59	\$558.17	\$568.10	\$559.83	\$606.71	\$565.34
		Salary	\$114,199.58	\$120,956.13	\$120,007.46	\$124,982.49	\$120,363.21	\$134,689.87	\$121,549.06
2	3-4	%	1.018	1.035	1.020	1.050	1.025	1.122	1.040
		Perdiem	\$561.48	\$570.86	\$562.59	\$579.13	\$565.34	\$618.85	\$573.62
		Salary	\$115,104.13	\$122,734.90	\$120,956.13	\$127,409.33	\$121,549.06	\$137,383.66	\$123,327.82
3	5-6	%	1.025	1.045	1.027	1.068	1.035	1.144	1.055
		Perdiem	\$565.34	\$576.38	\$566.45	\$588.79	\$570.86	\$630.98	\$581.89
		Salary	\$115,895.61	\$123,920.74	\$121,786.22	\$129,532.82	\$122,734.90	\$140,077.46	\$125,106.59
4	7+	%	1.033	1.055	1.035	1.085	1.045	1.165	1.070
		Perdiem	\$569.76	\$581.89	\$570.86	\$598.44	\$576.38	\$642.56	\$590.16
		Salary	\$116,800.16	\$125,106.59	\$122,734.90	\$131,656.31	\$123,920.74	\$142,648.81	\$126,885.36

### Second half of year (January 1 – June 30)

Certificated Staff		High	Days	Perdiem					
20-21 SY Cert		\$ 101,525.00	180	\$ 564.03					
Steps	year	Elem Asst	Elm Prin	MS Ast	MS Prin	HS Ast	HS Prin	Lyn Acad	
		205	215	215	220	215	222	215	
		Days							
1	1-2	%	1.01	1.020	1.012	1.030	1.015	1.100	1.025
		Perdiem	\$569.67	\$575.31	\$570.80	\$580.95	\$572.49	\$620.43	\$578.13
		Salary	\$116,781.95	\$123,691.29	\$122,721.16	\$127,808.69	\$123,084.96	\$137,735.58	\$124,297.62
2	3-4	%	1.018	1.035	1.020	1.050	1.025	1.122	1.040
		Perdiem	\$574.18	\$583.77	\$575.31	\$592.23	\$578.13	\$632.84	\$586.59
		Salary	\$117,706.96	\$125,510.28	\$123,691.29	\$130,290.42	\$124,297.62	\$140,490.30	\$126,116.61

3	5-6	%	1.025	1.045	1.027	1.068	1.035	1.144	1.055
		Perdiem	\$578.13	\$589.41	\$579.26	\$602.10	\$583.77	\$645.25	\$595.05
		Salary	\$118,516.34	\$126,722.94	\$124,540.15	\$132,461.92	\$125,510.28	\$143,245.01	\$127,935.60
4	7+	%	1.033	1.055	1.035	1.085	1.045	1.165	1.070
		Perdiem	\$582.64	\$595.05	\$583.77	\$611.97	\$589.41	\$657.09	\$603.51
		Salary	\$119,441.34	\$127,935.60	\$125,510.28	\$134,633.43	\$126,722.94	\$145,874.50	\$129,754.59

This Schedule applies to administrative experience only – Superintendent will have final decision on placement