

NEGOTIATED AGREEMENT

between the

NORTH SLOPE BOROUGH

SCHOOL DISTRICT

and the

NORTH SLOPE EDUCATIONAL

ADMINISTRATORS' ASSOCIATION

July1, 2022 - June 30, 2025

AGREEMENT

NORTH SLOPE EDUCATIONAL ADMINISTRATORS' ASSOCIATION

and

NORTH SLOPE BOROUGH SCHOOL DISTRICT

Ratified by:

North Slope Education Administrators' Association

Date:

Adopted by:

North Slope Borough School Board

Date:

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PREAMBLE

- A. This Agreement is made and entered into this _____ day of, effective July 1, 2022, by and between the North Slope Borough School District Board, hereinafter referred to as the Board, and the North Slope Educational Administrators' Association, hereinafter referred to as NSEAA, which is the recognized bargaining representative for the Administrative Unit (as defined in Definition E) of the North Slope Borough School District.
- B. The term of this Agreement shall be from July 1, 2022 through June 30, 2025. Payments and provisions shall be retroactive to July 1, 2022, following Association and Board ratification.
- C. Either the Association or the District may initiate negotiations for a successor Agreement by delivering written notice from the Association President to the Superintendent, or vice versa, between October 15th and January 15th of the year in which this agreement expires. The initial negotiations meeting will focus on the establishment of the ground rules and procedures.

DEFINITIONS

- A. **"District"** means the North Slope Borough School District.
- B. **"Administrator"** means a member of the NSEAA.
- C. **"Superintendent"** means the District Superintendent of Schools or designee.
- D. **"Assistant Superintendent"** means the District Assistant Superintendent of Schools who oversees building level administrators.
- E. **"Administrative Unit"** means the bargaining unit comprised of District building level Administrators (Principals/Assistant Principals) who possess a State of Alaska Type B and Type A Alaska Teaching Certificate. Also included, contracted paid Administrator Intern or Dean of Students which meet BP/AR 4127.
- F. **"Work Day"** (for purpose of counting time frames for response times in various provision in this document) means a normal Monday through Friday, non-holiday, day of work in the District, not the workday schedule of the Administrator.

ARTICLE 1

RECOGNITION

The Board recognizes the NSEAA as the exclusive representative of all Administrators for the purpose of collective bargaining over salaries, wages, hours, and other terms and conditions of employment. The NSEAA shall be considered the sole bargaining agent for the Administrative Unit and be recognized as such until an election is held which decertifies the NSEAA as bargaining agent.

For the purposes of this Article, curricular matters, defined as those subjects and courses of instruction taught in District schools, shall not be construed as terms and conditions of employment.

ARTICLE 2

INSURANCE REMEDIES

All insurance obligations imposed on the District under this Agreement shall be construed to require the obtaining of standard and readily available policies procurable through normal American channels. NSEAA shall have the right to inspect all policies obtained, and to institute grievance proceedings if it believes that the District has not obtained appropriate insurance. It is a District responsibility to provide insurance.

ARTICLE 3

MEDICAL COVERAGE

The District shall make available medical, dental, and vision insurance policies, for the Administrator and the Administrator's spouse and eligible dependents that are substantially equivalent to the coverage in effect during the immediate past negotiated agreement as follows:

1. The Plan shall have an 85/15 in-network co-insurance;
2. The Plan shall provide for a deductible of \$250/\$750;
3. The Plan shall provide for an out-of-pocket maximum of \$2000/\$6000.
4. The Plan shall provide for Administrator participation. The cost of insurance will be:
 - a. Administrator: \$150/month;
 - b. Administrator/Spouse: \$200/month;
 - c. Administrator/Children: \$200/month;
 - d. Administrator/Family: \$250/month.

Beginning July 1, 2023, each line for a-d, will increase \$25/month.

In addition, the District will offer an optional High-Deductible Health Plan (HDHP)/(CDHP) with a Health Savings Account (HSA)/Health Reimbursement Arrangement (HRA) within the following parameters:

1. There will be a joint District/Association presentation of the HDHP/HSA plan at the mutually agreeable time prior to the commencement of each initial enrollment period;
2. Implementation of the optional HDHP/HSA Plan will include a one-time non--recurring District HSA Contribution of \$2000 paid in quarterly installments for those Administrators who choose to enroll in the Plan (and have not previously not enrolled in the Plan). This provision shall sunset and be of no force or effect as of June 30, 2024;
3. Participation payments for Administrators for the HDHP/CDHP shall be:
 - \$50 single
 - \$75 single/spouse
 - \$75 single/child
 - \$100 family

The District shall form a Health Care Committee. The Committee shall meet two times per school year unless additional meetings are agreed to in writing. The Committee shall include representatives from the NSEAA, the Teachers' Association, the Superintendent, Assistant Superintendent, Chief Financial Officer and the HR Director. Meeting participation shall not be compensated by the District. The agenda for Committee meetings shall be to understand, discuss and seek consensus regarding the health insurance plan, changes or modifications thereto, and upcoming issues and changes to the provision of health insurance. The Committee shall have the ability to change the health plan terms and conditions during the term of the contract to save money if such change is authorized in writing by the Association and the District. During the first meetings of the Committee, the Committee shall consider a plan design change regarding out of State health care options such as Bridge Health (or similar) and the cost of health services in the Borough.

The Administrator expressly waives any right that may exist for any claim against the District for compensation in lieu of or in addition to the cost of said coverage by virtue of the fact that an Administrator does not have a spouse and/or dependent(s) covered by the policies. The District shall provide the Association one signed hard copy of the plan.

The District shall make available a Section 125 Plan as and to the extent allowed under law.

ARTICLE 4

TRAVEL INSURANCE

The Board will provide for each Administrator at least \$500,000.00 life insurance coverage for traveling while on District business. This coverage is in addition to that provided in Article 6.

ARTICLE 5

LIABILITY INSURANCE

The Board shall provide, on a fully paid basis, liability insurance coverage to each Administrator in an amount of not less than \$1,000,000.00. Said coverage shall insure against liability for damages awarded against the Administrator for acts or omissions within the scope of District employment, including, but not limited to, the supervision of extracurricular activities and community school events. The insurance coverage will be subject to customary and usual exclusions.

ARTICLE 6

LIFE INSURANCE

The District shall provide, on a fully paid basis, a group life insurance protection plan for each Administrator in a face amount triple the administrator's annual salary rounded to the next highest \$1,000.00 to be paid to the employee's designated beneficiary. In the event of accidental death, the insurance shall pay double the face amount of the policy. Should the life insurance carrier require a medical examination for underwriting purposes, the District will pay the cost for the physical examination and the Administrator shall willingly agree to such exam or be limited to a maximum face amount coverage of \$250,000.00.

ARTICLE 7

PERSONAL PROPERTY INSURANCE

The District shall provide, on a fully paid basis, a group personal property protection plan for a household in the amount of \$10,000.00 per administrator, \$0 deductible per claim. This protection plan may be purchased through an Insurance Company, or, at the District's option, the District may choose to self-insure and administer claims in a manner similar to the way an Insurance Company would administer the claim. Specifically, the District shall request reasonable documentation, inventories of lost or damaged items, reasonable replacement costs or depreciated values. The protection plan shall not reimburse for losses on items not normally covered by a personal property insurance plan, including but not limited to recreational vehicles, cash, personal autos and trucks. Further, in accordance with normal personal property insurance policies, losses from burglary will be covered per the above restrictions; but losses from robbery shall not be covered.

Notwithstanding the above exclusions regarding personal autos and trucks, the District recognizes that occasionally a personal vehicle may be vandalized or otherwise damaged as a direct consequence of the Administrator's position with the District. In those cases, the District shall also provide self-insured protection to a maximum of \$3,000.00 per occurrence and \$6,000.00 per fiscal year, after the Administrator has produced sufficient documentation to demonstrate to the Superintendent's satisfaction the cost of the damages incurred and that the loss is related to the Administrator's position with the District.

ARTICLE 8

PHYSICAL EXAMINATIONS

If the District requires an Administrator to undergo a medical examination, the Board will pay full cost of said examination. The examination will be performed by a mutually agreed upon physician, according to Board specifications. Failing mutual agreement, the Administrator may be required to undergo a second exam by a Board selected physician, and the Board will pay for the second exam only.

ARTICLE 9

DRUG TESTING

The parties agree that the District may design and implement, without the obligation for further negotiation, a drug testing policy providing for drug testing prior to employment, upon annual return to duty, and for cause. The policy shall be consistent with the provisions of Alaska Statute Sections 23.10.600 - 699, as may be amended from time to time.

ARTICLE 10

TRANSPORTATION FOR MEDICAL REASONS OR HOSPITALIZATION

The District shall continue to provide medical insurance which will pay for transportation costs incurred by an Administrator according to the criteria set by the insurance carrier. Eligible costs will be approved by the Superintendent for reimbursement without pre-authorization in the case of an emergency.

ARTICLE 11

WORKERS' COMPENSATION LEAVE

The District shall provide Workers' Compensation for on-the-job injury for Administrators in the amount and coverage required by law. In addition, the Board will ensure an eligible employee full salary for a maximum of one calendar year from date of incident by compensating the Administrator the difference between the Administrator's regular salary and the monthly compensation provided by Workers' Compensation. If an Administrator is unable to return to work after the one-year period, the Administrator may be terminated without prejudice.

ARTICLE 12

MILITARY LEAVE

An Administrator who is a member of a reserve component of the United States armed forces is entitled to paid leave on all work days during which the Administrator is ordered to training duty, as distinguished from active duty, with troops or at field exercises or for instruction. The paid leave may not exceed 16-1/2 workdays in 12 months. This section distinguishes reserve duty from induction into the United States armed forces. Under no circumstance will the combined salary exceed the normal per diem rate

ARTICLE 13

ANNUAL PERSONAL LEAVE

Each Administrator shall accrue eight (8) days of pre-credited personal leave and no annual leave each contract year. Available accrued leave may not exceed sixteen (16) days at any time. All unused personal leave may be cashed out after June 1 of each fiscal year.

ARTICLE 14

SICK LEAVE

Each Administrator shall earn one and one-third (1 1/3) days of sick leave for each calendar month or major fraction of a calendar month worked. There shall be no maximum established for the number of sick leave days that can be accumulated.

ARTICLE 15

PARENTAL LEAVE

An Administrator may use Parental Leave as and to the extent provided by the federal Family Medical Leave Act (12 weeks in 12 months) or Alaska Family Medical Leave (18 Weeks in 24 months) provided the Administrator provides at least sixty (60) days' notice or provides notice or as soon as practical. Provisions of the applicable Family Leave Act(s) will be followed.

ARTICLE 16

PROFESSIONAL DEVELOPMENT UNPAID LEAVE

By February 1, an Administrator may request in writing to be granted leave without pay or benefits for up to one year for professional development purposes. The written request must include the details of the professional development and date of return to work. The Superintendent will write a letter of support or recommend denial of the request and submit it to the School Board as an action item during the March Board meeting. An Administrator on approved unpaid leave does not lose reemployment rights as and, to the extent provided by statute, the leave does not constitute a break in service. If approved by a vote of the Board, the leave will begin at the start of the next school year.

Upon return from Professional Development Leave, the Administrator shall be offered a teaching contract, or if in the judgment of the Superintendent an administrative opening exists for which the Administrator is qualified, the Administrator may be offered an administrative contract. The Administrator on leave shall notify the Superintendent by February 1 of the leave year of intent to return to the District. The Superintendent and Board shall offer either a teaching or an administrative contract to the Administrator on leave by April 30 of the leave year.

ARTICLE 17

PROFESSIONAL DEVELOPMENT PAID LEAVE

A. Sabbatical Leave

Sabbatical Leave with one-half pay may be granted after six years of District service to an Administrator for a period of up to one year, in instances where the Administrator's proposed activity during the period of leave will demonstrably contribute to the improvement of instruction to District students or the operation of the District. By February 1, an Administrator may request in writing to be granted leave with pay and benefits for up to one year for professional development purposes. The written request must include the details of the professional development and date of return to work. The Superintendent will write a letter of support or recommend denial of the request and submit it to the School Board as an action item during the March Board meeting. An Administrator on approved leave with up to one-half pay does not lose reemployment rights as and, to the extent provided by statute, the leave does not constitute a break in service. If approved by a vote of the Board, the leave will begin at the start of the next school year. An Administrator granted such leave will be required to accept a contract for the ensuing year; and failure to complete the contract in its entirety will result in the Administrator's immediate reimbursement to the District of the full amount of salary and benefit costs for the period of the leave.

B. Paid Professional Leave

Each school year, Administrators may attend one in-state or out-of-state educational conference with the approval of the Superintendent. Each Administrator will be reimbursed for airfare, ground transportation, lodging, registration, and paid the current per diem rate for food.

ARTICLE 18

JURY DUTY LEAVE

An Administrator who is summoned for jury and/or subpoenaed for witness duty, shall receive regular pay from the District and shall refund to the District any compensation above expenses received for such services.

ARTICLE 19

EMERGENCY LEAVE

The Superintendent may provide Emergency Leave with pay to an Administrator for up to seven (7) work days within Alaska and up to nine (9) work days outside Alaska for emergencies related to:

- A. travel delays caused by weather or carrier problems;
- B. illness of Administrator or family members when transportation is required; or
- C. death in the immediate family.

Emergency Leave will be charged first to Sick Leave. If Sick Leave is not sufficient to cover the period, Emergency Leave will be charged to Personal Leave.

ARTICLE 20

TEMPORARY UNPAID LEAVE

In cases of hardship, temporary unpaid leave may be granted for up to 10 workdays to any Administrator with prior approval of the Superintendent. The Administrator may make a written request explaining an unavoidable hardship and submit to the Superintendent for approval.

ARTICLE 21

HOLIDAYS

The following holidays will be observed by Administrators provided that they occur during the Administrator's prescribed work year:

New Year's Day; Memorial Day; Independence Day; Labor Day; Inuit Day; Thanksgiving Day; day after Thanksgiving; Christmas Day.

When a recognized holiday falls on a Saturday, the preceding Friday shall be considered a legal holiday. When a recognized holiday falls on a Sunday, the following Monday shall be considered a legal holiday.

ARTICLE 22

VOLUNTARY SICK LEAVE DONATIONS

The District will allow Association members to donate one day of sick leave per year to an Administrator who has run out of all available paid leave and is in need of medical leave. The Association will notify the Superintendent of the names of the Administrators who volunteer to donate a sick leave to an Administrator in need of medical leave and has no available paid leave. The Superintendent will approve this donation upon verification that all donations are voluntary. This provision is to be conducted voluntarily and does not subject members to solicitation.

ARTICLE 23

LEGAL SERVICES

To the extent that insurance coverage provided by the Board or otherwise available to the Administrator does not pay for the cost of legal defense, the District may, in the Board's discretion, reimburse an Administrator for legal fees and court costs in the Administrator's defense of claims against the Administrator arising out of any act or omission in the performance of the Administrator's duties for the District, provided such act or omission is not determined to be willful misconduct or gross negligence. In any event, if no defense is provided under insurance coverage, the Administrator will be reimbursed reasonable defense costs of any civil action asserting wrongdoing by the Administrator in the performance of the Administrator's duties for the District, if the civil action is dismissed with prejudice, or for failure to prosecute, or if judgment is entered in favor of the Administrator.

ARTICLE 24

GRIEVANCE PROCEDURE/DUE PROCESS

Grievance Definition

Grievance is defined as a claim relating to the proper application and interpretation of the provisions of this Agreement and/or all applicable due process procedures in accordance with State and Federal Law.

At all levels of the grievance procedure, grievances and appeals shall be reviewed and countersigned by the Association President. All official communications from or to the grievant shall be through the Association President. The Association President or designee may attend all grievance hearings.

All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel file of the participants. All documents, communications, and records dealing with Administrator termination, transfer, demotion, or non-retention shall be removed from the Administrator's file if the Administrator is absolved and/or reinstated.

Grievance Time Lines

Grievances shall be processed as rapidly as possible; the number of days indicated at each level shall be considered as a maximum; every effort shall be made to expedite the process. The time limits specified, however, may be extended by mutual agreement. Should the grievant not adhere to the time limits specified in this Article, the grievant will be bound by the written decision from

the previous level. Should the District not adhere to the time limits herein, the grievant may proceed at once to the next level. In any event, the written grievance must be filed within five (5) workdays of when the Administrator knew or should have known of the cause for the dispute. Untimely filed grievances will not be processed.

Grievance Informal Resolution

An Administrator or group of Administrators with a potential grievance will first seek informal resolution of the grievance with the immediate supervisor.

Grievance Level One

If the grievance is not resolved, the Administrator or group of Administrators shall file a written grievance with the Assistant Superintendent within five (5) workdays after which the grievant knew of the cause for the dispute. Information copies are to be sent to the NSEAA president and the Assistant Superintendent. The Assistant Superintendent shall meet with the grievant(s) and render a written decision within-ten (10) workdays of receipt of the written grievance.

Grievance Level Two

Within five (5) workdays of receipt of the written decision of the Assistant Superintendent, the decision may be appealed to the Superintendent. The appeal shall include a copy of the decision being appealed and a statement of grounds for appealing the decision. The appeal shall be heard and a written decision rendered within ten (10) workdays of receipt of the appeal.

Grievance Level Three

The decision, if not acceptable to the grievant(s), may be appealed to the Board within five workdays of receipt of the decision. The appeal must include copies of prior decisions and a statement of grounds upon which the prior decisions are regarded as incorrect. The Board shall schedule a meeting to hear the Level 3 Grievance per Board policy. Notice of the hearing date will be issued to the Administrator and, the Association, and Superintendent within ten(10) workdays of receipt of appeal. The Board may use a hearing officer to conduct the meeting. The Board shall communicate its written decision to the grievant(s) within ten (10) workdays of the conclusion of the hearing.

Grievance Level Four

If either the Association or the District desires arbitration, the request shall be made within 10 workdays of the conclusion of the Level Three process.

A. Arbitrator Selection

Within 10 work days after receipt of the Level Four appeal, or if the District is initiating arbitration, within 10 work days of delivery of notice to the NSEAA president, the Superintendent shall deliver a request to the American Arbitration Association (AAA) to furnish a list of seven available

arbitrators to the District and the NSEAA president. Within 10 workdays after receipt of the list, the Superintendent and the Association President shall meet and after the toss of a coin to determine who shall be first, shall alternately strike names from the list until one remains, who shall be the arbitrator. If the arbitrator so selected is unable to serve, the last one struck shall be the arbitrator and so on back up the list until an arbitrator is selected. The District and the NSEAA may mutually agree to select an arbitrator without utilizing AAA.

B. Grievability of Arbitrability

In the event of a dispute regarding the grievability and/or arbitrability of a grievance, the arbitrator shall render a decision on such dispute prior to hearing the substantive issues of the grievance, if it is ruled to be grievable and arbitrable.

C. Arbitrator Decision

The arbitrator shall deliver the written decision within 45 calendar days after the close of the hearing. The arbitrator shall make no decision that is contrary to Alaska law or this Agreement, nor shall the arbitrator have the authority to add to, subtract from, disregard, alter, or modify any provisions of this Agreement. Furthermore, the arbitrator shall not have the power to change any practice, policy, or rule of the District nor to substitute the arbitrator's judgment for that of the District as to the reasonableness or appropriateness of such practice, policy, or rule except as it may directly pertain to the specific grievance. In an award with a retroactive effect, the award may not have effect beyond the beginning of the school year during which the grievance is filed. The arbitrator's award shall not include an award for punitive damages. In rendering the decision, the arbitrator shall give due regard to the rights, powers and responsibilities of the District under law and this Agreement and to the rights and privileges extended to teachers and the NSEAA under law and this Agreement.

D. Arbitrator Expenses

The expenses charged by the arbitrator shall be borne equally by the District and the NSEAA.

ARTICLE 25

HOUSING

Beginning with the 1991-92 school year the District assumes no obligation for the provision of Administrator housing. The District will provide Administrators with information regarding the availability and cost of housing within each community encompassed within the District and when possible, will assist Administrators in locating housing. Such housing as the District determines from year to year is available for lease will be provided in accordance with the provisions of this Article.

The above notwithstanding, Administrators employed by the District during the term of this Agreement shall continue to be provided District housing for the life of this Agreement.

A. When a single Administrator living with another single Administrator changes status, the

single Administrator(s) not changing status shall have the first option of continuing to live in the unit or of being reassigned to another housing unit. Change of status of single persons living together will include:

1. marriage;
2. addition of children to one or the other;
3. addition of live-in friends, upon prior written approval of the District.

- B. The Administrator shall enter into a lease agreement with the District that is in accordance with Alaska law, including the Alaska Landlord and Tenant Act, which lease shall include a security deposit. The lease shall identify all individuals residing in the housing unit. Additional residents (other than teacher and immediate family) shall be required to submit an application for residence as provided for by AS 34.03.060. Subject to written approval by the District of an additional resident, the additional resident (who is 18 years of age or older) shall be required to sign the lease or related documents as determined prudent by the District within ten (10) days of residence. The security deposit shall be increased as allowed by law upon the addition of a resident in the unit. An administrator who houses individuals in his/her leased housing unit contrary to this provision shall be in breach of the lease and shall not be entitled to continued District-provided housing.

ARTICLE 26

HOUSING UNIT RENT

The rent schedule for 2022-2024 school years:

Efficiency	\$607.00 per month
One Bedroom Apartment	\$664.00 per month
Two Bedroom Apartment	\$745.00 per month
Three Bedroom Apartment	\$826.00 per month
Four Bedroom Apartment	\$897.00 per month

The rent schedule for 2024-2025 school year:

Efficiency	\$657.00 per month
One Bedroom Apartment	\$714.00 per month
Two Bedroom Apartment	\$795.00 per month
Three Bedroom Apartment	\$876.00 per month
Four Bedroom Apartment	\$947.00 per month

Rents shall be paid on a monthly basis via payroll deduction.

Utility costs will be deducted from monthly payroll checks at a set cost of \$150.00. Utility rate shall be waived for any summer months during which the unit is unoccupied.

ARTICLE 27

AUTOMATIC REHIRING

- A. Each Administrators shall be automatically rehired in accordance with AS 14.20.140 and AS 14.20.145 and offered an employment contract for a position for which he/she is qualified if not notified in writing of non-retention on or before May 15th.
- B. Transfers: Voluntary and Involuntary
- 1.) ***Voluntary Transfers:*** Current Administrators will be given first consideration to transfer to any position within the bargaining unit, which is vacant for the next school year. First consideration includes an interview with district administration.
 - 2.) ***Involuntary Transfers:*** The Association recognizes that the fulfillment of the Board's legal responsibilities and duties may necessitate involuntary transfers. However, the District shall not arbitrarily or capriciously invoke an involuntary transfer.
- Procedures for Involuntary Transfer:**
- a.) The Superintendent shall provide a written notice thirty (30) days prior to the effective date of the transfer. The written notice shall state the reasons for the transfer.
 - b.) Upon written request, the Administrator is entitled to an informal meeting before the Superintendent to discuss the reasons given.
 - c.) The Administrator shall have the right to have any statements or comments contained in his/her personnel file concerning the reasons for the transfer expunged if such reason tends to prejudice the professional reputation of the Administrator and contains information outside the formal professional evaluation process provided for in this Agreement.
 - d.) Reasonable moving expenses related to the involuntary transfer shall be borne by the District.

ARTICLE 28

SALARY SCHEDULE

A. Salary Schedule

The salary schedule for July 1, 2021 through June 30, 2024 is attached as Attachment A.

B. Salary Schedule Conditions

1. The following educational standards must be met: Maintain Alaska Teacher certification with an Alaska Type B certificate. Otherwise, educational status and degrees do not affect salary.
2. New Administrators shall be placed on the Salary Schedule up to eight years of public education certificated contracted building Administrator employment subject to verification. For the purposes of placement, experience in an Assistant Principal position will count toward the eight years of experience.

3. Administrators involuntarily transferred to another certified position will remain on the appropriate step and column of the Administrative Salary Schedule for the remainder of the current contract.
4. Administrators' standard contract shall consist of 214 work days. The same figure shall be used to determine per diem rates and cashed leave value. The beginning and end date of the Administrative contract year shall be determined by the Superintendent.
5. Each Administrator who has completed their End of Year Checkout prior to working their 214 days can work the last four (4) days of their contract remotely. Administrators shall be available to the Superintendent while working remotely.
6. Vacation days shown on the site calendar may not be counted as workdays without prior written approval by the Superintendent.
7. A limited contract extension to fulfill assignments which are beyond an Administrator's job description may be granted at the Superintendent's discretion. Contract extensions are limited to one (1) to fifteen (15) days to be paid at the Administrator's calculated per diem rate. Contracted extensions must be in writing and have prior written approval from the Superintendent.
8. In addition to the amounts on the Salary Schedule, Principals and Assistant Principals assigned to sites outside Utqiagvik also will receive a \$5500 rural stipend.
9. Administrators are eligible for Added Duty Compensation as indicated in the current NSBEA negotiated agreement under Article 1901 provided there are no staff willing to volunteer, and with Superintendent approval.
10. Assistant Principals will be paid 100% of their salary step if they assume the role of Principal for more than five consecutive days, retroactive to the first day, for the period in which they serve as Principal.

C. Retention Incentive

1. In the school year following two full consecutive years of employment in an Administrative Unit position, and each subsequent year of employment in an Administrative Unit position, one (1) round trip airline ticket between Anchorage and the assigned work site will be provided by the District at the beginning of the school year for each qualified Administrator.
2. The District requires each Administrator to maintain a cell phone to provide communication in and out of school. The District will pay each Administrator \$100 each month to maintain an active cell phone.
3. The District requires each Administrator to maintain an Internet connection in the

Administrator's occupied school community residence to provide communication access at all times. The District will pay each Administrator \$100 a month to maintain an active home Internet connection.

4. Any current Administrator employed on or before July 1, 2022 and is still employed as an Administrator on May 1, 2025 will receive a retention bonus of \$5,000, payable in May 2025.
5. In an effort to support and retain quality administrators, the District recognizes the need for Administrators to earn an advanced degree and/or additional professional certifications. The benefits to the District not only secure quality administrators but also ensures internships, professional academic products and research will be aligned with District goals and needs. The District supports certificated administrators to continue their professional growth by reimbursing up to nine (9) credits for completing approved courses with a grade of B or better to:
 - Complete a specialized program that aligns with our current District level administrative positions in the following areas:
 - Curriculum and Instruction
 - Special Education
 - Educational Technology
 - Human Resources
 - Training and Development
 - Public Finance or
 - Superintendent's endorsement
 - Each course must be pre-approved by Superintendent. Tuition reimbursement at the University of Alaska credit rate for Master's Degree Program courses that lead to a District recognized degree or endorsement. It is expected that artifacts created in the completion of their course work are aligned to the current District's stated needs and initiatives and are made available to the District upon their completion.
 - All receipts and transcripts of completed approved courses with a grade of B or greater up to nine (9) credits a school year will be paid in the next payroll if submitted within five (5) workdays prior to payroll.

ARTICLE 29

PROFESSIONAL ORGANIZATION DUES

The District shall pay an amount not to exceed \$750.00 per year for professional dues for each Administrator to belong to state and/or national professional organization of the employee's choice.

ARTICLE 30

MAINTENANCE OF AGREEMENT

A. Non-Interruption of Services

During the term of this Agreement, all differences between the District, Administrators, and NSEAA shall be resolved without interruption of the school program. Neither the Administrators as a group or individually, nor the NSEAA, shall encourage or participate in any strike or interference with or the withholding of services from the District.

B. Scope and Conformity to Law

This Agreement expressly supersedes any other agreement and constitutes the full and complete agreement between, and is binding upon, the District and the Administrators. During its term, this Agreement may be modified only by mutual written agreement between the duly authorized representatives of the Board and the NSEAA.

All Articles are binding for all Administrators and may not be changed for the benefit of any individual or individuals.

If any provision of the Agreement is found to be contrary to law by a court, agency or tribunal having jurisdiction and enforcement powers over the District, said provision shall be declared invalid and unenforceable; but all other provisions of the Agreement shall remain unaffected. The Board and the Association shall meet within 30 calendar days after receipt of the order, or if an appeal is taken the parties shall meet within 30 calendar days after the exhaustion of the appeal procedures, to negotiate a replacement for the invalid provision consistent to the greatest extent possible with the intent of the original provision.

C. Non-Discrimination

The District and NSEAA will not unlawfully discriminate against an Administrator in employment matters or with regard to membership or non-membership in NSEAA.

D. Distribution of Agreement

The Board shall provide the Association with a copy of this agreement and shall provide each Administrator with a copy along with the first individual contract offered the Administrator that is covered by this agreement. The responsibility and cost of publication and distribution of this Agreement shall be borne by the District, so long as the Agreement is published on District equipment and distributed through District mail resources.

E. Association Leave

The Association shall be allowed paid leave at a rate of 15 work days per year.

ARTICLE 31

EVALUATIONS

The Board shall adopt a Principal evaluation system in accordance with the requirements of AS 14.20.149 and supporting regulations. Principals will be evaluated in accordance with the Board-adopted evaluation system and afforded the rights of Due Process as outlined in AS 14.20.149b(6). Evaluators must have at a minimum a Type B certification. In accordance with AS 14.20.149 paragraph 7(d), once each year, the District will provide training to Principals on the evaluation document, the standards being used for evaluation and procedures for evaluation. Training will also be provided on the expectations of Principals as laid out in the Principals' Job Description. The District agrees to review the evaluation document and Job Description on a three-year cycle beginning in 2023-2024 with a committee including at least two Principals as representatives.

Salary Scale

Employees that were serving as Administrators during the 21-22 school year and remained employed as an Administrator during the 22-23 school year will receive a stipend of \$1,200.

Principal

Step	22-23	23-24	24-25
0	\$119,260	\$120,435	\$121,023
1	\$123,226	\$124,440	\$125,047
2	\$126,252	\$127,496	\$128,118
3	\$128,731	\$130,000	\$130,634
4	\$131,262	\$132,555	\$133,202
5	\$133,713	\$135,030	\$135,689
6	\$136,211	\$137,553	\$138,224
7	\$138,757	\$140,124	\$140,807
8	\$141,351	\$142,744	\$143,440
9	\$143,994	\$145,413	\$146,122
10	\$146,688	\$148,133	\$148,856
11	NA	NA	\$151,640

Assistant Principal

Step	22-23	23-24	24-25
0	\$107,344	\$108,392	\$108,921
1	\$110,903	\$111,996	\$112,542
2	\$113,627	\$114,746	\$115,306
3	\$115,858	\$117,000	\$117,571
4	\$118,136	\$119,300	\$119,882
5	\$120,342	\$121,527	\$122,120
6	\$122,590	\$123,798	\$124,402
7	\$124,881	\$126,112	\$126,726
8	\$127,216	\$128,470	\$129,096
9	\$129,595	\$130,872	\$131,510
10	\$132,019	\$133,320	\$133,970
11	NA	NA	\$136,476

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