

Neah-Kah-Nie School District No. 56
504 N. 3rd St.
Rockaway Beach, OR 97136

ADMINISTRATOR'S AGREEMENT & CONTRACT

In order to better effectuate the provisions of Oregon laws and regulations relating to administrator employment, and to encourage efficient and harmonious working relationships between the Neah-Kah-Nie Board of Education (hereinafter referred to as the Board) and its professional administrative personnel (hereinafter referred to as the Administrator), and to enable the Administrator to more fully participate in and contribute to the development of policies for the School District, so that the cause of public education may be served in Neah-Kah-Nie School District.

This agreement is made between the Administrators of the Neah-Kah-Nie School District and the Board of Directors of the Neah-Kah-Nie School District. This agreement is in effect for four years, July 1, 2026 to June 30, 2030.

It is the policy of the Neah-Kah-Nie School District #56 that there will be no discrimination or harassment on the grounds of race, color, sex, marital status, sexual orientation, religion, national origin, age or disability in any educational programs, activities or employment. Persons having questions about equal opportunity and nondiscrimination should contact the Superintendent at the District Administration Office, 504 N. 3rd Avenue, Rockaway Beach, 503-355-3501.

RIGHT TO MEET AND DISCUSS

- A. The administrators shall have the right to designate a team to meet and confer with the school board's representative and school superintendent on matters of salary, economic benefits, and working conditions for administrators.

PROBATIONARY PERIOD

- B. Licensed administrators will serve a probationary period of three years. Probationary administrators are covered under this contract on a year-to-year basis.

EVALUATION OF LICENSED ADMINISTRATORS

- C. The District shall develop evaluation policies and conduct evaluation of administrative employees in accordance with Oregon law.

DISCHARGE OR NON-RENEW

- D. This agreement is subject to the laws of the State of Oregon, Oregon Administrative Rules, and the duly-adopted rules, policies and standards of the District. Pursuant to ORS 342.845, the District may dismiss, layoff, or non-renew the Administrator.

THE BOARD AGREES

- E. The Board agrees to employ [the administrator] in the capacity of [school] Principal for Neah-Kah-Nie School District. The Administrator shall be employed at least 220 days each fiscal year.

ADMINISTRATOR ACCEPTS

- F. The Administrator hereby accepts the foregoing employment and agrees to perform the administrative duties presently prescribed for said position in accordance with the applicable laws and the existing rules and regulations of the Board, and represents to the Board that the administrator is qualified under the laws of the State of Oregon to be employed as a Neah-Kah-Nie school administrator.

THE BOARD AGREES TO PAY

- G. In consideration of this contract, the Board agrees to pay the Administrator for their services during the terms of this agreement in twelve (12) equal installments. Compensation for the duration of the contract is set forth in Appendix A. The employee pays 6% PERS contribution.

RELEASE FROM CONTRACT

- H. It is understood and accepted by the parties to this contract that said contract may be terminated by mutual consent at any time in compliance with the laws of the State of Oregon. However, no request for contract termination will be considered after June 30th of the contract year, except under extraordinary circumstances.

BREACH OF CONTRACT

- I. In the event of a breach of any provision of this contract on the part of either party, nothing contained herein shall be construed to render the obligations of either party to this contract null and void.

SALARIES

- J. It is the goal of the Neah-Kah-Nie School District to pay competitive and equitable salaries consistent with general economic conditions, administrator performances, and budget limitations.

Total Cost Of Living Increases (COLA) are the following:

2026-27=3%

2027-28=3.5%

2028-29=2%

2029-30=2%

Position	Contract Days	2026-27 Salary	2027-28 Salary	2028-29 Salary	2029-30 Salary
High School Principal	220	\$148,438	\$154,420	\$159,084	\$163,888
High School Assistant Principal/ Athletic Director	220	\$146,275	\$152,169	\$156,765	\$161,499
Middle School Principal	220	\$138,083	\$143,648	\$147,986	\$152,455
Garibaldi Grade School Principal	220	\$138,083	\$143,648	\$147,986	\$152,455
Nehalem Elementary Principal	220	\$141,316	\$147,011	\$151,451	\$156,025
Student Services Director	220	\$138,038	\$143,648	\$147,986	\$152,455

COMPENSATED FRINGE BENEFITS

Dues

The Neah-Kah-Nie School District will pay annual COSA and affiliated state and national association dues.

Mileage

Administrators shall be paid the IRS rate of reimbursement for mileage.

Group Life Insurance

The District will pay the group life insurance premium of \$200,000 for each Administrator.

Leave, Insurance, and Fringe Benefits

Leave privileges, insurance, and fringe benefits shall be equal to those provided for other licensed employees in the Neah-Kah-Nie School District. Administrators shall receive three (3) paid flex leave days. Flex leave days must be used within the fiscal year in which they are received and shall not carry over to the following year, nor shall they be eligible for cash payout upon separation of employment.

Cell Phone

District will pay administrators \$75 per month for individual cell phone plans. The District's expectation is for administrators to have their cell phone readily available during school hours in case of emergency situations and for regular communication.

Paid Holidays and Non-Work Days

Paid holidays include Labor Day, Veterans Day, Thanksgiving, Christmas, New Year's Day, Martin Luther King Day, President's Day, Memorial Day, and Juneteenth.

Non-work days include the Friday before Labor Day, the day before and after Thanksgiving, and Christmas and Spring break vacations.

Reporting Date

The reporting date will be established after the board adopts the school calendars for each year.

This agreement shall be effective as of July 1, 2026, and shall remain in effect through June 30, 2030, contingent on the Board's right to alter these provisions should the Board determine financial constraints require such a change.

This memorandum is enacted this _____ day of _____, 2026.

Board Chair

Date

Superintendent

Date