

## MEMORANDUM

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**TO:** NWABSD Board of Education  
Members

**DATE:** June 5, 2024

**NUMBER:** 24-165

**FR:** Office of the Superintendent

**SUBJECT:** Ratification of Tentative  
Negotiated Agreement  
with the Northwest Arctic  
Principal Association

### **ABSTRACT:**

Negotiated agreements require Board approval.

### **ISSUE:**

At issue is the ratification of the Tentative Negotiated Agreement with the Northwest Arctic Principal Association; July 01, 2023 – June 30, 2026.

### **BACKGROUND AND/OR PERTINENT INFORMATION:**

Northwest Arctic Principal Association (NAPA) has ratified the Tentative Agreement reached by the District and NAPA bargaining teams on May 14, 2024. A copy of the Tentative Agreement document is attached.

The District's legal counsel, Saul R. Friedman, has reviewed the document.

### **ALTERNATIVES:**

1. Ratify the Tentative Negotiated Agreement with the Northwest Arctic Principal Association for July 1, 2023– June 30, 2026 as presented;
2. Reject the Tentative Negotiated Agreement with the Northwest Arctic Principal Association for July 1, 2023– June 30, 2026 as presented;
3. Take no action.

### **ADMINISTRATION'S RECOMMENDATION:**

The administration recommends the board ratify the Tentative Negotiated Agreement with the Northwest Arctic Principal Association for July 1, 2023– June 30, 2026 as presented.

May 14, 2024, NAPA MEDIATION COUNTER PROPOSAL TO DISTRICT'S  
May 14, 2024, COUNTER PROPOSAL

*The terms and conditions of employment set forth in the current status quo Negotiated Agreement between the parties will continue in full force and effect except as modified by this counter proposal as follows:*

A. Article II. Duration, Section A. This Agreement will become effective retroactive to July 1, 2023, for those bargaining unit members employed on May 14<sup>th</sup>, 2024, and continue in force and effect until June 30, 2026.

B. Article XIV. Salary, Section A. The current salary schedule will increase by three (3) percent in FY 24, two (2) percent in FY 25, and three (3) percent in FY 26.

C. Article XIV. Salary, a new Section E, titled Returning Principal Bonus.

FY 23 Principals who return for FY 24 receive a \$2,000 non-TRS bonus.

FY 24 Principals who return for FY 25 receive a \$2,000 non-TRS bonus.

FY 25 Principals who return for FY 26 receive a \$2,000 non-TRS bonus.

D. Article XIV. Salary, Section B. change four (4) Saturdays to five (5) Saturdays.

E. Article XIV. Salary, Section D, Initial Step Placement.

An increase from five (5) years of successful experience to eight (8) years of such experience. In addition, commencing in FY 25, for initial step placement on the Principal salary schedule, a District teacher with at least five (5) years of successful and consecutive years of District teaching experience will be credited with one (1) step for each five (5) year term.

F. Article XIV. Salary, Section D, add the following three sentences: For FY 25 and FY 26 the number of contract workdays required by the Superintendent will be 215. The starting and ending dates of Principal contracts will be determined by the Superintendent. The Principal will be at site working on both the starting and ending dates, unless otherwise approved in writing by the Superintendent.

TENTATIVE AGREEMENT  
MAY 14, 2024  
For THE DISTRICT  
James Stewart  
For NAPA