

Fairbanks Principals' Association

2022-2023 Proposed Contract Changes

Included in this document are the proposed contract changes for the contract between the Fairbanks Principals' Association and the Fairbanks Northstar Borough School District.

Negotiations Team:

Grant Guy, Spokesperson
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Submitted to the Fairbanks Northstar Borough School District on February 4, 2022.

1100 Recognition:

The Board recognizes the Fairbanks Principals' association (PFA) as the exclusive representative for all principal positions defined in this Agreement for the purposes of collective bargaining with respect to matters of wages, hours and other terms and conditions of employment.

A person is a principal if the district designates the position as a principal position and the district requires a Type B certificate for the position. ~~Because charter school leaders are not required by the State or the District to hold a Type B certificate, charter school head teachers/administrators/principals are outside the PFA bargaining unit.~~

3100 Duration:

This Agreement and each of its provisions is binding and effective as of July 1, ~~2019~~ **2022** , and shall continue in full force and effect until June 30, ~~2022~~ **2023**. If either party wishes to negotiate a successor to this Agreement they shall notify the other party of their desire to commence negotiations prior to March 1, ~~2022~~ **2023**.

4650 REDUCTION IN FORCE

I. Order of Layoff

When a reduction in force (RIF) of FPA members becomes necessary due to a Districtwide reduction in enrollment or other lawful reasons, the district will place FPA members in “good standing” into similar vacant positions before seeking internal or external applicants.

If no position is available the FPA member will be placed into lay-off status and will qualify for recall.

II. Recall Rights

- Period for Recall

For a period of three (3) years after layoff, a principal is on layoff status and is entitled to a hiring preference in the District. The hiring preference applies only to vacant principal/positions for which the principal is qualified. If a principal is offered a position under this subsection and they decline the offer, or fails to accept it within thirty (30) days for RIF status and five (5) work days for other layoff purposes after confirmed contact, the principal is no longer considered to be on layoff status.

- Order of Priority

If multiple principals are in lay-off status, they will be offered positions based on seniority based on the number of years having been a member of FPA.

- Unemployment

Principals on lay off status are eligible for unemployment and should contact the Alaska Department of Labor and Workforce Development.

- RIF and Break in Service

RIF does not constitute a break in service for retaining tenure rights and accrued sick

leave when the principal is reemployed.

- Seniority

For the purpose of this Agreement, seniority will be dated from the first day of active duty under the regular employment contract.

III. R-Step- FPA members, once informed of their lay-off status have ten days to decide if they wish to be placed into step R and may elect to retire. If given the notice after Dec.1st, principals will still qualify for the 3,500 dollars in the R-Step as long as they complete the transition plan as described in Transition Planning and Compensation (8150)

F. Notice to Association

The District shall notify the Association of any need for a RIF as soon as the need is identified and shall provide a principal seniority list.

5460 Device Buyout:

Administrators shall have the option to purchase their laptop, at fair market value, upon separation from district, or when the device is being replaced per district replacement schedule.

6100 Personal Leave:

Principals shall be granted six (6) days personal leave per contract year accrued to a maximum of twenty-five (25) days. The use of personal leave requires the prior approval of the principal's supervisor. No more than six (6) days of personal leave may be used in any one (1) school year. At the end of each year, the principal may cash out personal leave at the principal's per diem salary rate provided five (5) days remain in the principal's account after the cash-out. All of the principal's unused personal leave shall be payable at the principal's per diem salary rate upon resignation or retirement.

After an FPA member has ten consecutive years of service with the FNSBSD the employee shall be granted an additional half (.5) day of personal leave for a total of 6.5 days each school year.

After an FPA member has twenty consecutive years of service with the FNSBSD the employee shall be granted an additional half (.5) day of personal leave for a total of 7 days each school year.

In extenuating circumstances, a principal may request the use of more than six (6) days to be approved or denied at the discretion of the Superintendent. A principal must notify the District's Accounting Office in writing by May 1 of his/her desire to cash out personal leave.

8100 Principal Salary Schedule:

For the agreed upon salary schedules the calendar shall not exceed the number of contract days per position as listed below which excludes school holidays as defined in AS 14.03.050.

Link to working document:

https://docs.google.com/spreadsheets/d/1CvRbaqq117ZMF_nyIzF30IXw6BCvh-JGZTDJ--f0FV/edit?usp=sharing

8150: Transition Planning and Compensation

Principals who are resigned or retiring must complete a written transition plan for the incoming principal. The transition plan must be submitted to the assistant superintendent for approval. Compensation is as follows.

1. Principals who are retiring and submit irrevocable notice prior to December 1 will be placed on the R-Step and will receive three thousand five hundred dollars (\$3,500) added to their annual salary (through an addendum contract) upon successful completion of a transition plan.
2. Principals who are retiring and submit notice after December 1 and principals who are resigning will receive one thousand five hundred dollars (\$1,500), added to their annual salary (through an addendum contract) upon successful completion of a transition plan.

Definitions:

In “good standing” refers to a Principal who is not on a plan of improvement.

Salary Schedule 2022-2023 (full 2.5% steps). Also includes a 1% increase from 2021-2022

Range	Days	Position	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
PA	196	Asst. Principal Elementary Level	84,851	86,971	89,146	91,374	93,659	96,001	98,400	100,860	103,382	105,967	108,616	111,331	114,115	116,967	119,892	122,889
PB	196	Asst. Principal Middle Level	87,619	89,809	92,053	94,355	96,714	99,132	101,611	104,150	106,754	109,423	112,159	114,962	117,836	120,782	123,802	126,897
PC	196	Asst. Principal High Level & Dean of	91,086	93,364	95,698	98,090	100,542	103,056	105,633	108,274	110,981	113,755	116,598	119,513	122,501	125,564	128,703	131,920
PD	196	Principal - Elementary	93,763	96,107	98,509	100,973	103,498	106,084	108,737	111,456	114,241	117,097	120,024	123,026	126,102	129,254	132,486	135,798
PE	196	Principal - Middle	93,763	96,107	98,509	100,973	103,498	106,084	108,737	111,456	114,241	117,097	120,024	123,026	126,102	129,254	132,486	135,798
PF	206	Principal - High	101,190	103,720	106,314	108,970	111,695	114,488	117,350	120,283	123,291	126,372	129,533	132,771	136,090	139,492	142,979	146,554