

1100 Recognition:

The Board recognizes the Fairbanks Principals' Association (FPA) 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 FPA bargaining unit.~~

1400 Professional Dues:

The District agrees to ~~continue its past practice of paying~~ principals' professional dues to state and national principals' associations.

~~Unless an exemption is agreed upon regarding this provision for a charter school by the Board and FPA, the professional dues of a principal working for a charter school will also be paid by the District. All amounts for salaries and benefits of charter school principals, including professional dues, shall then be charged to the charter school.~~

3100 Duration:

~~This Agreement and each of its provisions is binding and effective as of July 1, 2019, and shall continue in full force and effect until June 30, 2022. 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.~~


The district proposes a two (2) year contract.

4700 District-Initiated Transfer:

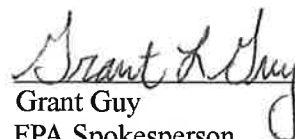
1. The Superintendent reserves the right to transfer or reassign principals at any time when the needs of the District require.
2. The District shall notify a principal of any change in his/her anticipated assignment for the upcoming school year prior to March 15 or, if there are extenuating circumstances, as soon as possible thereafter.
3. Should a principal need to be reassigned to a principal and/or teaching position due to a building closure, the principal will be provided with an opportunity to review and accept proposed assignments. The principal will be provided an opportunity to provide notice of retirement within 30 days of the school closure decision to retire and still receive the full retirement stipend.

4750 Tenure:

Building principals receive tenure provided they hold and maintain a Type A certificate and meet the requirements of AS 14.20.150 and 4 AAC12.900. (c) 2. (A.). Once tenure is attained, either as a principal or as a teacher, that tenure shall be retained as long as a Type A certificate is held. If a principal is reassigned to a teaching position, placement on the teacher salary schedule will be in accord with the FEA Negotiated Agreement. Seniority accrued as a teacher in this district will be retained, but will not continue to accrue, while working as a building principal.


 Ivory McDaniel-Ilgenfritz Date
 District Chief Spokesperson

5-23-22


 Grant Guy Date
 FPA Spokesperson

5/23/22

~~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.

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.

6400 Disability Leave:

1. An employee with one (1) year of consecutive experience with the District may request a disability leave. Upon recommendation of the principal's physician, an unpaid leave of absence may be granted for up to one (1) school year, plus any unfinished school year. The request for leave shall be in writing and be accompanied by a physician's statement setting forth the specific illness or disability, the date the principal's disability commenced or will commence, and the expected length of the absence for the principal, spouse or child(ren)'s. If the principal has already been on leave without pay status due to this same disability before making the request for leave, the disability leave will commence on the date the principal went into leave without pay status.
2. Within thirty (30) days after the District receives written verification from the principal's physician that he/she has recovered from his/her disability, the principal shall be placed in an administrative position determined by the Superintendent.

7100 Health Benefits:


Current Contract Language


7900 Workers' Compensation:

The School District, being required by law to carry worker's compensation insurance on all employees, agrees to cover those accidents that happen while an employee is on the job or in any function in compliance with a direct order by a supervisor(s).

A worker's compensation report must be filed in the District Office within forty-eight (48) hours of a compensatory accident. Forms shall be available in all school offices.

The employee has two compensation options during any absence in conjunction with a work-related injury:


5-23-22
 Ivory McDaniel-Ilggenfritz Date
 District Chief Spokesperson


5/23/22
 Grant Guy Date
 FPA Spokesperson

1. The principal may choose to take worker's compensation payments in lieu of a salary benefit and retain his/her accrued sick leave. The worker's compensation benefit will always be lower than the sick leave benefit.
2. The employee may choose to take worker's compensation payments and receive, through use of sick leave, additional wages up to the employee's normal gross wage. A teacher on worker's compensation shall accrue all leave benefits available for that position.

An employee on worker's compensation shall accrue all leave benefits available for that position.

The length of time a principal is in a leave-without-pay status due to the specific disability shall be up to one (1) school year. Should the disability continue beyond this time, the principal may, as determined by the District and consistent with applicable law, be non-retained or dismissed.

8100 Principal Salary Schedule

The District proposes a step increase.
The first year of the contract 0% increase
The second year of the contract 1% increase

8125 Supplement Retirement Account

The District will match employee contributions up to 1% of the employee's annual salary into the employee's supplemental 403b retirement account.


8150 Transition Planning & Compensation:

Principals who are resigning or retiring must complete a written transition plan for the incoming principal **prior to the end of the school in which the transition has been identified**. 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) 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), upon successful completion of a transition plan.

8200 Salary Schedule Conditions:


1. Experience as a certified principal will be counted year-for-year for placement on the salary schedule. Eligible employees advanced one step on the salary schedule. For any school year, the salary placement indicated in the principal's employment contract is binding and irrevocable on both the District and the individual principal for that school year if no objection to the salary placement is raised in writing by either the District or the principal on or before November 1 of the school year. If notification is received prior to November 1 and an adjustment to the salary placement is warranted, retro-active payment shall be made for the current year only.



 Ivory McDaniel-Ilggenfritz Date
 District Chief Spokesperson

5-23-22


 Grant L. Guy Date
 FPA Spokesperson

2. Compensation for contract extensions and duties performed when school is not in session shall be calculated and paid at the per diem rate.
3. The per diem rate shall be determined by dividing the annual salary by contracted days.
4. Each three (3) years of experience, up to a maximum of fifteen (15) years, as a certified teacher shall count as one (1) year of experience for placement on the salary schedule. Successful completion of an administrative intern program will be credited as one (1) year of administrative experience, provided that the internship occurred within five (5) years prior to the employee's selection as a principal. These provisions shall only apply in placing newly hired principals and shall not affect the placement of any existing bargaining unit member.
5. Principals who wish to be placed on the R-step on the salary schedule will submit, on or before December 1, an irrevocable notice of retirement, effective at the end of that school year.
6. Automatic Deposit: All principals will have their paychecks automatically deposited in one or more financial institutions of their choosing by completing an auto-deposit form provided by the district. Automatic deposit will commence as soon as possible following the submission of an auto-deposit form.
7. Pay Options: Principals may choose to be paid in equal installments in a manner reflecting a ten (10) or twelve (12) month division of pay. When the twelve (12) month option is chosen, the balance of the principal's contract shall be paid on the scheduled districtwide payday that includes their last contract day.


Ivory McDaniel-Ilgenfritz Date
District Chief Spokesperson


Grant Guy Date
FPA Spokesperson