

Auburn School District No. 408 Auburn,
Washington

LETTER OF AGREEMENT
With
AUBURN ASSOCIATION OF
WASHINGTON SCHOOL PRINCIPALS

THIS LETTER OF AGREEMENT SETS FORTH THE FOLLOWING AGREEMENT BETWEEN THE AUBURN SCHOOL DISTRICT AND THE AUBURN ASSOCIATION OF WASHINGTON SCHOOL PRINCIPALS.

The parties agree that the amount of time that principals and assistant principals spend supervising school events outside of the workday varies depending on the building level.

The parties further agree that the Auburn School District compensates AWSP employees for supervision outside of the workday through a Responsibility Contract, as noted in Section 28 of the AWSP Contract.

To recognize the difference in supervision responsibilities depending on building level the Auburn School District and AWSP agree to change the responsibility contracts and amend the 2022-2025 contract language as follows:

28. RESPONSIBILITY CONTRACT

Each administrator covered by this agreement will receive **a percentage of their base salary** ~~the equivalent of 8.5% of their base pay~~ in alignment with the professional expectations of creating a culture ensuring school safety, managing resources, and engaging families and the community for the following responsibilities and other responsibilities related to the day-to-day operation of the building:

- a. Performing professional responsibilities in the evenings or on weekends
- b. Preparing for and attending staff development activities
- c. Attending evening events representing the District
- d. Evaluation work completed outside of the workday
- e. Supervision at school events, including activities and athletics outside of the school day
- f. Participation in various committees and periodic meetings as part of the regular operations of the school year (i.e. curriculum adoption, principal meetings, cadre meetings, CIA, inclusionary practices, etc.)
- g. School accreditation

Percentages added to base which constitute the Responsibility Contract are as follows:

- a. **Elementary Principals, Assistant Principals, along with Alternative Education Principals and Assistant Principals will receive the equivalent of 8.5% of their base salary as a responsibility contract.**
- b. **Middle School Principals and Assistant Principals will receive the equivalent of 9.0% of their base salary as a responsibility contract.**
- c. **High School Principals and Assistant Principals will receive the equivalent of 9.5% of their base salary as a responsibility contract.**

Changes to the Responsibility Contract above will commence July 1, 2023.

Dated this 26th day of June, 2023.

FOR AUBURN SCHOOL DISTRICT NO. 408

FOR AUBURN ASSOCIATION OF
WASHINGTON SCHOOL PRINCIPALS

By: /s/ Alan Spiciatti

By: /s/ Paul McKenzie

Position: ASD Superintendent

Position: AWSP Co- President