

**BLAINE SCHOOL DISTRICT #503**  
**2017/18 CLASSIFIED UNREPRESENTED CONTRACT SUMMARY**

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**EXPERIENCE:** When hired, any parallel experience, in or out of state, is counted in the experience column.

In addition to the stated salaries, the following are agreed to by the Blaine School District Board of Directors and the above mentioned employees:

**LIFE INSURANCE:** \$100,000 term policy will be paid for by the district for each employee.

**INSURANCE BENEFITS:** In the 2017/18 contract year, individual enhancements to benefit premium level will be at \$724.05 per month beyond state pass through, for 260 day employees, without pooling option. Less than full time employees will receive a pro-rated benefit allocation divided by 1440 hours. Individual allocations are available to support applicable benefit premiums only and should not be considered a general enhancement to overall compensation. In addition, each employee will be expected to pay a minimum of \$10.00 per month (out of pocket) toward their health care premium. LTD will be paid by the employee.

**VACATION DAYS:** Fifteen (15) Days for the first year of service awarded at 10 hours per month. Three (3) additional days of vacation will be added for each additional year of service. After five (5) years of service, a maximum of thirty (30) days of vacation will be awarded at 20 hours per month. Vacation, if applicable, will be pro-rated if working less than a full year or less than a full-time, 8 hour per day schedule.

**PER DIEM DAYS:** 5 additional per diem days will be available to the salaried members of this group for the purpose of addressing increased workload. Superintendent's prior approval required for all per diem days.

**WORKSHOPS/CLASSES:** Each employee will have a professional growth plan that may require them to participate in workshops/classes and earn up to 3 credits per year appropriate to their respective positions determined by the Superintendent.

**SICK LEAVE:** Twelve (12) days of sick leave for illness, injury, and emergencies will be granted per year. Sick leave will be awarded at a rate of 1 day per month. Sick leave days earned but unused during the contract year may be accumulated from year to year to a maximum of the number of work days in the contract year. The employee shall be eligible for the attendance incentive program in accordance with RCW 28A.400.210 and Chapter 392-136 WAC. Use of sick leave for emergencies will be limited to a maximum of two (2) non-accumulative days per contract year. Emergency leave will be granted at the discretion of the Superintendent. Additional emergency leave days may be granted at the sole discretion of the Superintendent.

Annually, family illness leave may be taken in lieu of (2) emergency leave days, and not deducted from sick leave.

**BEREAVEMENT LEAVE:** Up to three (3) days of leave may be granted for absence due to death in the immediate family. Immediate family is defined as including mother, father, son, daughter, mother and father in-law, spouse, brother, sister, grandparents, and individuals who are permanent members of the household. An additional three (3) days for extended travel may be granted at the discretion of the Superintendent. Three (3) additional day of bereavement leave may be granted, at the discretion of the Superintendent, for absences due to the death of close personal friends or other relatives. This leave is not accumulative. Unpaid leave may be granted for other funerals with prior approval of the Superintendent.

**PERSONAL LEAVE/CALENDAR:**


- Each employee shall be granted, upon request, two (2) personal leave days.
- Leave shall not be available during the first and last week of student days.

Each employee will be provided an option to carry over one personal leave day to the subsequent contract year for a maximum total of 3 days in any given contract year.

**2017/18 SALARY SCHEDULE**

POSITION	Experience 0-5	Experience 6-10	Experience 11+
	Base	Base	Base
Human Resource Supervisor *	61,261	68,070	77,739
Assistant to the Superintendent *	51,642	57,389	68,838
Payroll Specialist *	51,162	56,855	65,049
Accounts Payable Technician *	50,039	53,985	58,074
Network Systems Specialist *	66,112	72,728	79,997
Asst. Network Systems Specialist *	48,339	53,176	58,441
Facilities Services Supervisor *	78,030	80,838	83,747
Transportation Supervisor *	78,030	80,838	83,747
Food Service Supervisor *	63,195	67,244	69,819
Student Data Services Supervisor*	60,961	66,032	71,104
Athletic Director*	67,160	72,326	77,492
Athletic Coordinator • 190 Days + 12 Holidays @ 8 Hrs/Day • No Vacation Allocation			42,491
* 1.0 FTE = 247 Work Days + 13 Holidays and 8 Hours/Day			

ACCEPTED AND APPROVED this 11<sup>th</sup> day of September 2017 by the Board of Directors of BLAINE SCHOOL DISTRICT #503, Whatcom County, Washington.

BY:   
Board Secretary

  
Board President