

EVERETT SCHOOL DISTRICT NO. 2
STATE OF WASHINGTON

RESOLUTION NO. 880

Authorization to Issue Contracts
To
Administrative Supervisory Staff

WHEREAS, the Board of Directors of Everett School District No. 2 has a statutory obligation to employ regular certificated personnel by written contract, and

WHEREAS, it is essential to the success of the District's education program that personnel vacancies for the ensuing school year be identified well in advance so that well-qualified replacements may be employed;

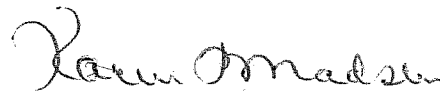
NOW, THEREFORE, BE IT RESOLVED as follows:

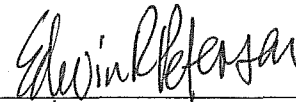
1. Individual employment contracts shall be issued promptly to all non-supervisory certificated employees entitled to an offer of employment for the 2007-2008 school year.
2. The Superintendent is hereby directed to cause to be delivered promptly to all non-supervisory certificated employees to be offered employment for the 2007-2008 school year a completed contract in the form attached hereto and consistent with the attached salary schedules as they apply to each contract.

ADOPTED, this 5th day of June, 2007

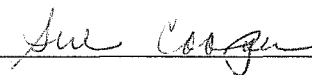
EVERETT SCHOOL DISTRICT NO. 2
State of Washington


Superintendent


President, Board of Directors









**EVERETT SCHOOL DISTRICT NO. 2
CERTIFICATED ADMINISTRATIVE EMPLOYEE CONTRACT
ADMINISTRATIVE SALARY SCHEDULE 1**

Date of Issuance:

Employee:

Position:

Salary: \$

FTE: 1.000

Commencing: July 1, 2007

Ending: June 30, 2008

Work Days: 218

It is hereby agreed by and between Everett School District No. 2, Snohomish County, Washington, hereinafter called the District, and the above-named Employee, that said Employee shall perform faithfully the duties of the above position and such other duties as assigned by the Superintendent in and for the public schools in the District as prescribed by the laws of the State of Washington and by the rules and regulations made thereunder by the Board and under the direction of the Superintendent of Schools.

WITNESSETH:

1. The above annual salary shall be the 2007-2008 salary for Employee. The annual salary shall be prorated on a monthly basis.
2. Employee's job performance shall be evaluated yearly by the Superintendent or his/her designee, with the results of said evaluation to be made known to Employee. Employee will be subject to discharge for sufficient cause as provided by law.
3. Employee may undertake consultative work, speaking engagements, writing, lecturing or other professional duties and obligations which do not conflict with Employee's duties.
4. Employee may, with the consent of the Superintendent, attend appropriate professional and other official meetings at the local, state and national level, the actual expenses of said attendance to be paid by the District. The District shall pay Employee's dues in the Washington Association of School Administrators, the American Association of School Administrators, the Association for Supervision and Curriculum Development, the Association for School Business Officials or similar professional organizations.
5. In addition to annual salary, Employee shall receive the following in consideration for the faithful performance of his/her duties:
 - a. Fourteen (14) days of annual leave with compensation for illness, injury and emergencies with unused leave to accumulate from year to year in accordance with law and District policy;
 - b. Holidays recognized by the District;
 - c. The contribution to the Everett School Employees Benefit Trust and the Health Benefits provided or offered through the Trust (medical, dental, LTD, life, voluntary short-term salary insurance) on behalf of Employee shall be no less than that provided non-supervisory certificated staff.
 - d. Twenty-nine (29) vacation days. Up to twenty (20) unused vacation days can be accumulated annually to a maximum of fifty (50) days. Such accumulated vacation may be taken in a subsequent year, provided that no more than six (6) weeks of continuous vacation will be permitted regardless of accumulations. Up to thirteen (13) days of unused vacation as of June 30 of any calendar year shall be compensable on the July pay warrant. To the extent consistent with law and without causing the District any financial penalty, unused vacation shall be compensable upon termination of employment to a maximum of thirty (30) days.
 - e. Fourteen (14) supplemental days per year for extra days beyond the contracted work year paid at the Employee's per diem rate of pay prorated on a monthly basis.

- g. In lieu of other expense reimbursement for in-District travel, the Employee shall receive \$677.97 per month to defray costs incurred using his/her automobile for official travel. (Pursuant to RCW 42.24.090, it is the determination of the Board that this means of reimbursement is less costly than providing an automobile to the Associate Superintendent.) The employee will also be entitled to out-of-District mileage, use of District vehicles, if available, for out-of-District travel and other expense reimbursement for official business as provided by law and District policy for administrators.
6. Employee shall (a) perform such duties in compliance with federal, state and local laws (including administrative rules and regulations) and with the policies, rules and regulations of the District; (b) provide above-stated days of service exclusive of school holidays and vacation periods; (c) be subject to reassignment and transfer by the Superintendent of Schools; and (d) be paid in monthly installments. Employee affirms that he or she is not bound by any other contract which might interfere with performance of duties under this contract.
7. It is further agreed that this contract shall not become effective: (1) unless Employee signs and returns the contract without modification to the District's Human Resources office within ten (10) days of the date of issuance; (2) until successful completion of a criminal background check and sexual misconduct check; and (3) until Employee registers with the District's Human Resources office (a) a valid State of Washington administrator's certificate or other certificate required by law as a condition to Employee's performance of his or her employment duties pursuant to this contract, (b) an official transcript of preparation, and (c) any other required credential. In the event Employee fails to sign and return this contract without modification within ten (10) days of the date of issuance, Employee shall be deemed to have waived any and all rights to employment by the District.

IN WITNESS WHEREOF, we have hereunto subscribed our names.

EVERETT SCHOOL DISTRICT NO. 2

EMPLOYEE

By: Carol Whitehead
Superintendent

By: _____

I certify that this contract had been duly authorized
by the District's Board of Directors

Who, by affixing his or her signature, hereby
accepts the terms of this contract

DATE: _____

DATE: _____

The original of this contract must be signed and returned within ten (10) days of issuance.

EVERETT SCHOOL DISTRICT NO. 2
CERTIFICATED ADMINISTRATIVE EMPLOYEE CONTRACT

Date of Issuance:

Employee:

Position:

Salary: \$

Step: NA

FTE: 1.000

Commencing: July 1, 2007

Ending: June 30, 2008

Work Days: 218

It is hereby agreed by and between Everett School District No. 2, Snohomish County, Washington, hereinafter called the District, and the above-named Employee, that said Employee shall perform faithfully the duties of the above position and such other duties as assigned by the Superintendent in and for the public schools in the District as prescribed by the laws of the State of Washington and by the rules and regulations made thereunder by the Board and under the direction of the Superintendent of Schools.

WITNESSETH:

1. The above annual salary shall be the 2007-2008 salary for Employee. The annual salary shall be prorated on a monthly basis.
2. Employee's job performance shall be evaluated yearly by the Superintendent or his/her designee, with the results of said evaluation to be made known to Employee. Employee will be subject to discharge for sufficient cause as provided by law.
3. The District shall pay Employee's dues in either the Washington Association of School Administrators or the Association of Washington School Principals.
4. In addition to annual salary, Employee shall receive the following in consideration for the faithful performance of his/her duties:
 - a. Twelve (12) days of annual leave with compensation for illness, injury and emergencies with unused leave to accumulate from year to year in accordance with law and District policy;
 - b. Holidays recognized by the District;
 - c. The contribution to the Everett School Employees Benefit Trust and the Health Benefits provided or offered through the Trust (medical, dental, LTD, life, voluntary short-term salary insurance) on behalf of Employee shall be no less than that provided non-supervisory certificated staff.
 - d. Twenty-nine (29) vacation days. Up to twenty (20) unused vacation days can be accumulated annually to a maximum of forty (40) days. Such accumulated vacation may be taken in a subsequent year, provided that no more than six (6) weeks of continuous vacation will be permitted regardless of accumulations. Up to thirteen (13) days of unused vacation as of June 30 of any calendar year shall be compensable on the July pay warrant. To the extent consistent with law and without causing the District any financial penalty, unused vacation shall be compensable upon termination of employment to a maximum of thirty (30) days.
 - e. Leave entitlements will be no less than those provided under Board policy.
5. Employee shall (a) perform such duties in compliance with federal, state and local laws (including administrative rules and regulations) and with the policies, rules and regulations of the District; (b) provide above-stated days of service exclusive of school holidays and vacation periods; (c) be subject to reassignment and transfer by the Superintendent of Schools; and (d) be paid in monthly installments. Employee affirms that he or she is not bound by any other contract which might interfere with performance of duties under this contract.

6. It is further agreed that this contract shall not become effective: (1) unless Employee signs and returns the contract without modification to the District's Human Resources office within ten (10) days of the date of issuance; (2) until successful completion of a criminal background check and sexual misconduct check; and (3) until Employee registers with the District's Human Resources office (a) a valid State of Washington administrator's certificate or other certificate required by law as a condition to Employee's performance of his or her employment duties pursuant to this contract, (b) an official transcript of preparation, and (c) any other required credential. In the event Employee fails to sign and return this contract without modification within ten (10) days of the date of issuance, Employee shall be deemed to have waived any and all rights to employment by the District.

IN WITNESS WHEREOF, we have hereunto subscribed our names.

EVERETT SCHOOL DISTRICT NO. 2

EMPLOYEE

By: Carol Whitehead
Superintendent

By: _____

I certify that this contract had been duly authorized
by the District's Board of Directors

Who, by affixing his or her signature, hereby
accepts the terms of this contract

DATE: _____

DATE: _____

The original of this contract must be signed and returned within ten (10) days of issuance.

EVERETT SCHOOL DISTRICT NO. 2
CERTIFICATED ADMINISTRATIVE EMPLOYEE CONTRACT

Date of Issuance:

Employee:

Position:

Salary: \$

Step: NA

FTE: 1.000

Commencing: July 1, 2007

Ending: June 30, 2008

Work Days: 214

It is hereby agreed by and between Everett School District No. 2, Snohomish County, Washington, hereinafter called the District, and the above-named Employee, that said Employee shall perform faithfully the duties of the above position and such other duties as assigned by the Superintendent in and for the public schools in the District as prescribed by the laws of the State of Washington and by the rules and regulations made thereunder by the Board and under the direction of the Superintendent of Schools.

WITNESSETH:

1. The above annual salary shall be the 2007-2008 salary for Employee. The annual salary shall be prorated on a monthly basis.
2. Employee's job performance shall be evaluated yearly by the Superintendent or his/her designee, with the results of said evaluation to be made known to Employee. Employee will be subject to discharge for sufficient cause as provided by law.
3. The District shall pay Employee's dues in either the Washington Association of School Administrators or the Association of Washington School Principals.
4. In addition to annual salary, Employee shall receive the following in consideration for the faithful performance of his/her duties:
 - a. Twelve (12) days of annual leave with compensation for illness, injury and emergencies with unused leave to accumulate from year to year in accordance with law and District policy;
 - b. Holidays recognized by the District;
 - c. The contribution to the Everett School Employees Benefit Trust and the Health Benefits provided or offered through the Trust (medical, dental, LTD, life, voluntary short-term salary insurance) on behalf of Employee shall be no less than that provided non-supervisory certificated staff.
 - d. Twenty-nine (29) vacation days. Up to twenty (20) unused vacation days can be accumulated annually to a maximum of forty (40) days. Such accumulated vacation may be taken in a subsequent year, provided that no more than six (6) weeks of continuous vacation will be permitted regardless of accumulations. Up to thirteen (13) days of unused vacation as of June 30 of any calendar year shall be compensable on the July pay warrant. To the extent consistent with law and without causing the District any financial penalty, unused vacation shall be compensable upon termination of employment to a maximum of thirty (30) days.
 - e. Leave entitlements will be no less than those provided under Board policy.
 - f. Four (4) non-contract days shall be provided. Scheduling of these days shall be mutually determined by Employee and his/her supervisor.
5. Employee shall (a) perform such duties in compliance with federal, state and local laws (including administrative rules and regulations) and with the policies, rules and regulations of the District; (b) provide above-stated days of service exclusive of school holidays and vacation periods; (c) be subject to reassignment and transfer by the Superintendent of Schools; and (d) be paid in monthly installments. Employee affirms

that he or she is not bound by any other contract which might interfere with performance of duties under this contract.

6. It is further agreed that this contract shall not become effective: (1) unless Employee signs and returns the contract without modification to the District's Human Resources office within ten (10) days of the date of issuance; (2) until successful completion of a criminal background check and sexual misconduct check; and (3) until Employee registers with the District's Human Resources office (a) a valid State of Washington administrator's certificate or other certificate required by law as a condition to Employee's performance of his or her employment duties pursuant to this contract, (b) an official transcript of preparation, and (c) any other required credential. In the event Employee fails to sign and return this contract without modification within ten (10) days of the date of issuance, Employee shall be deemed to have waived any and all rights to employment by the District.

IN WITNESS WHEREOF, we have hereunto subscribed our names.

EVERETT SCHOOL DISTRICT NO. 2

EMPLOYEE

By: Carol Whitehead
Superintendent

By: _____

I certify that this contract had been duly authorized
by the District's Board of Directors

Who, by affixing his or her signature, hereby
accepts the terms of this contract

DATE: _____

DATE: _____

The original of this contract must be signed and returned within ten (10) days of issuance.

EVERETT SCHOOL DISTRICT NO. 2
CLASSIFIED ADMINISTRATIVE EMPLOYEE CONTRACT

Date of Issuance:

Employee:

Position:

Salary:

FTE:

Commencing: July 1, 2007

Ending: June 30, 2008

Work Days: 218

It is hereby agreed by and between Everett School District No. 2, Snohomish County, Washington, hereinafter called the District, and the above-named Employee, that said Employee shall perform faithfully the duties of the above position and such other duties as assigned by the Superintendent in and for the public schools in the District as prescribed by the laws of the State of Washington and by the rules and regulations made thereunder by the Board and under the direction of the Superintendent of Schools.

WITNESSETH:

1. The above annual salary shall be the 2007-2008 salary for Employee. The annual salary shall be prorated on a monthly basis.
2. Employee's job performance shall be evaluated yearly by the Superintendent or his/her designee, with the results of said evaluation to be made known to Employee. Employee will be subject to discharge for sufficient cause as provided by law.
3. The District shall pay Employee's dues in either the Washington Association of School Administrators or the Washington Association of School Business Officials.
4. In addition to annual salary, Employee shall receive the following in consideration for the faithful performance of his/her duties:
 - a. Twelve (12) days of annual leave with compensation for illness, injury and emergencies with unused leave to accumulate from year to year in accordance with law and District policy;
 - b. Holidays recognized by the District;
 - c. The contribution to the Everett School Employees Benefit Trust and the Health Benefits provided or offered through the Trust (medical, dental, LTD, life, voluntary short-term salary insurance) on behalf of Employee shall be no less than that provided non-supervisory certificated staff.
 - d. Twenty-nine (29) vacation days. Up to twenty (20) unused vacation days can be accumulated annually to a maximum of forty (40) days. Such accumulated vacation may be taken in a subsequent year, provided that no more than six (6) weeks of continuous vacation will be permitted regardless of accumulations. Up to thirteen (13) days of unused vacation as of June 30 of any calendar year shall be compensable on the July pay warrant. To the extent consistent with law and without causing the District any financial penalty, unused vacation shall be compensable upon termination of employment to a maximum of thirty (30) days.
 - e. Leave entitlements will be no less than those provided under Board policy.
5. Employee shall (a) perform such duties in compliance with federal, state and local laws (including administrative rules and regulations) and with the policies, rules and regulations of the District; (b) provide above-stated days of service exclusive of school holidays and vacation periods; (c) be subject to reassignment and transfer by the Superintendent of Schools; and (d) be paid in monthly installments. Employee affirms that he or she is not bound by any other contract which might interfere with performance of duties under this contract.

6. It is further agreed that this contract shall not become effective: (1) unless Employee signs and returns the contract without modification to the District's Human Resources office within ten (10) days of the date of issuance; (2) until successful completion of a criminal background check and sexual misconduct check; and (3) until Employee registers with the District's Human Resources office (a) an official transcript of preparation and (b) any other required credential. In the event Employee fails to sign and return this contract without modification within ten (10) days of the date of issuance, Employee shall be deemed to have waived any and all rights to employment by the District.

IN WITNESS WHEREOF, we have hereunto subscribed our names.

EVERETT SCHOOL DISTRICT NO. 2

EMPLOYEE

By: Carol Whitehead
Superintendent

By: _____

I certify that this contract had been duly authorized
by the District's Board of Directors

Who, by affixing his or her signature, hereby
accepts the terms of this contract

DATE: _____

DATE: _____

The original of this contract must be signed and returned within ten (10) days of issuance.

ADMINISTRATORS SALARY PLACEMENT 2007-2008

NAME

TITLE

Brandsma, Karst William	Deputy Superintendent
Collard, Robert Arthur	Associate Superintendent of Finance & Operations
Edwards, Terry W	Executive Director of Curriculum, Alignment and Implementation
Evans, Carolyn	Executive Director of Area 2 Schools
Larsen-McDowell, Kristine	Executive Director of Special Services
McNally, James P.	Executive Director of Area 1 Schools
Ringo, Molly S	Executive Director of Human Resources
Dedrick, Suzanne	Director I of Categorical Programs
Gunn, Mike Thomas	Director I of Facilities & Planning
Jefferis, Gary L	Director I of Maintenance & Operations
Moore, Jeffrey D	Director I of Finance
Stine, Mary Anne	Director I of Curriculum And Instruction
Toyn, Kenneth D	Director I of Technology
Waggoner, Mary Margaret	Director I of Communications
Williams, Richard E	Director I of Curriculum And Instruction
Beumel, Harold H	Director II of Facilities & Planning
Cobbs, Betty J	Director II of Human Resources
Durkin, Kimberly A	Director II of Special Services
Fabian, Jo Anne	Director II of Student Success/On-Time Graduation
Fender, Carl L	Director II of Career and Technical Education
Hagevik-Seaberg, Randi Kirsten	Director II of Human Resources
Polk, Robert Charles	Director II of Athletics
Stolz, Carol Laurie	Director II of Human Resources
Woolverton, Sara Lynn	Director II of Special Services
McCann, Suzanne	Manager of Community Services
Rice, Newel S	Manager of Information Systems & Technology
Rogers, Beverly Ann	Manager of Payroll
Webber, Debbie L	Manager of Food Services
Zeutenhorst, Gina L	Manager of Accounting
Bauer, Jeanne M.	Curriculum Specialist
Biggs, Philip William	Curriculum Specialist
Comfort, Loretta M	Curriculum Specialist
Hendrickson, Peter	Curriculum Specialist
Jenkins, Scott M	Curriculum Specialist
Lahey, Lynn Ann	Curriculum Specialist
Larsen, Allison Elizabeth	Curriculum Specialist
Rose, Terry	Curriculum Specialist
Sotak, Robert J	Curriculum Specialist
Cheshire, Terry Lee	High School Principal
Matthews, Catherine Elizabeth	High School Principal
Woods, Cathy Ann	High School Principal

ADMINISTRATORS SALARY PLACEMENT 2007-2008

NAME

TITLE

Brossoit, Joyce L
Gillingham, Janet Anne
Minehan-Stewart, Joyce Ann
Shepherd, Kelly Ann
Lancaster, Sally A

Middle School Principal
Middle School Principal
Middle School Principal
Middle School Principal
Alternative School Principal

Arnim, Shannon L
Barton, Carla Michele
Fuglevand, Brenda Jo
Gauksheim, Patricia Y
Hahn, Sara L
Holzman, Gerard
Jones, Cynthia Treffinger
Jones, David W
Kettler, Wayne Otto
Lenseigne, Kert B
O'Brien, Mary Elizabeth
Opprud, Mary A
Pedroza, Concepcion L
Petillo, Shelley S
Phinney-Mill, Janelle C
Toland, Mark D
Welsh, Colleen C

Elementary School Principal
Elementary School Principal
Elementary School Principal
Elementary School Principal
Elementary School Principal
Elementary School Principal
Elementary School Principal
Elementary School Principal
Elementary School Principal
Elementary School Principal
Elementary School Principal
Elementary School Principal
Elementary School Principal
Elementary School Principal
Elementary School Principal
Elementary School Principal

Clapp, Kelly A
Fleckenstein, Larry C
Fritts, Lawrence L
Lichty, Donald Thomas
Peters, David Scott
Roy, Jack L
Steketee, Linda Colleen

High School Assistant Principal
High School Assistant Principal
High School Assistant Principal
High School Assistant Principal
High School Assistant Principal
High School Assistant Principal
High School Assistant Principal

Balmer III, John A
Jorgensen, Christopher
Kokx, Sherri Kay
Nunes, Elizabeth A
Scott, Peter D
Toutant, Bryan S

Middle School Assistant Principal
Middle School Assistant Principal
Middle School Assistant Principal
Middle School Assistant Principal
Middle School Assistant Principal
Middle School Assistant Principal

Gilmore, Kimberly D
Imai, Robin Malia

Elementary School Assistant Principal
Elementary School Assistant Principal