STATE OF WASHINGTON

RESOLUTION NO. 881

Reemployment of Non-Supervisory Certificated Employees

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

President, Board of Directors

White factors

EVERETT SCHOOL DISTRICT NO. 2 CERTIFICATED EMPLOYEE CONTRACT

				Date:
Employee:				•
Position:	Non-Supervisory Certificated Empl	loyee		
School Year:	2007-2008	FTE:		Days of Service: 185
Salary:	\$	Placement:		Highest Degree:
District, and the state and local District; (b) pro- reassignment are the terms of the	eed by and between Everett School above-named Employee, that said laws (including administrative rules vide above-stated days of service and transfer by the Superintendent of Collective Bargaining Agreement bor she is not bound by any other	Employee she and regulation in the second regulation in the second regularization in the Discours in the Disco	all: (a) perform such dutions) and with the polices chool holidays and vacat (d) be paid in monthly instrict and the Everett Edu	es in compliance with federal , rules and regulations of the ion periods; (c) be subject to stallments in accordance with cation Association. Employee
reflect underpay misplacement of contract (a) on Bargaining Agre	es that entitlement to the foregoing vments or overpayments due to cle in the salary schedule. The annual so the basis of subsequent Board accement between the District and the seported on the S-275 that result in	rical or other calary will here ction consisted Everett Educ	errors in the computation after be increased retroac nt with State funding aut ation Association and (b)	of Employee's entitlement of tive to the effective date of the chorization and the Collective on the basis of experience of
without modifica successful comp the District's Hun performance of other required c	eed that this contract shall not bed ation to the District's Human Reso pletion of a criminal background ched man Resources office (a) a valid tea his or her employment duties pursua redential. In the event Employee fa of issuance, Employee shall be dee	urces office v ck and sexual ching or other ant to this cont ills to sign and	within ten (10) days of the misconduct check; and (3 certificate required by law tract, (b) an official transcript return this contract without	ne date of issuance; (2) unti) until Employee registers with as a condition to Employee's ript of preparation, and (c) any out modification within ten (10
Bargaining Agre of this Employee	all be subject to and consistent with ement between the District and the contract shall be inconsistent with Bargaining Agreement shall prevail.	Everett Educa the provisions	tion Association. In the e	vent that any of the provisions
EVERETT SCH	OOL DISTRICT NO. 2	E	MPLOYEE	
By: <u>Carol</u> Supe	Whiteheaderintendent	Е	y:	·
	this contract had been duly e District's Board of Directors.		Who, by affixing his or accepts the terms of this co	
DATE:		С	ATE:	

EVERETT SCHOOL DISTRICT NO. 2 PROVISIONAL CERTIFICATED EMPLOYEE CONTRACT

			Date:		
Employee:					
Position:	Non-Supervisory Certificated Empl	oyee			
School Year:	2007-2008	FTE:	Days of Service:		
Salary:		Placement:	Highest Degree:		
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: (a) perform such duties in compliance with federal, state and local laws (including administrative rules and regulations) and with the polices, 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 in accordance with the terms of the Collective Bargaining Agreement between the District and the Everett Education Association. Employee affirms that he or she is not bound by any other contract which might interfere with performance of duties under this contract.					
reflect underpay misplacement or contract (a) on Bargaining Agre	Employee agrees that entitlement to the foregoing salary shall be subject to adjustment by the District as necessary to reflect underpayments or overpayments due to clerical or other errors in the computation of Employee's entitlement or misplacement on the salary schedule. The annual salary will hereafter be increased retroactive to the effective date of the contract (a) on the basis of subsequent Board action consistent with State funding authorization and the Collective Bargaining Agreement between the District and the Everett Education Association and (b) on the basis of experience or education credits reported on the S-275 that result in Employee's advancement on the District's salary schedule.				
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 teaching 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.					
It is understood and agreed that Employee is a provisional employee and that the provisions of RCW 28A.405.220 are applicable to this contract. This contract is not subject to the continuing contract law, RCW 28A.405.210.					
This contract shall be subject to and consistent with Washington State law and the terms and conditions of the Collective Bargaining Agreement between the District and the Everett Education Association. In the event that any of the provisions of this Employee contract shall be inconsistent with the provisions of the Collective Bargaining Agreement, then the terms of the Collective Bargaining Agreement shall prevail.					
IN WITNESS WI	IN WITNESS WHEREOF, we have hereunto subscribed our names.				
EVERETT SCHO	OOL DISTRICT NO. 2	EMPLOYEE			
	Whitehead	Ву:			
	his contract had been duly e District's Board of Directors.	Who, by affixing accepts the terms	his or her signature, hereby 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 NON-CONTINUING EMPLOYEE CONTRACT

				Date:	
Employee:					
Position:	Non-Supervisory Certificated Emp	loyee			
School Year:	2007-2008	FTE:		Days of Service: 185	
Salary:		Placemen	t:	Highest Degree:	
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: (a) perform such duties in compliance with federal, state and local laws (including administrative rules and regulations) and with the polices, 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 in accordance with the terms of the Collective Bargaining Agreement between the District and the Everett Education Association. Employee affirms that he or she is not bound by any other contract which might interfere with performance of duties under this contract.					
reflect underpay misplacement or contract (a) on Bargaining Agre	es that entitlement to the foregoing ments or overpayments due to cle the salary schedule. The annual so the basis of subsequent Board a tement between the District and the seported on the S-275 that result in	erical or othe salary will he ction consis Everett Ed	er errors in the computation ereafter be increased retroad stent with State funding au ucation Association and (b)	n of Employee's entitlement ctive to the effective date of hithorization and the Collect on the basis of experience	nt or f the ctive
without modifica successful comp the District's Hur performance of I other required co	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 teaching 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.				
It is understood and agreed that Employee is employed pursuant to the provisions of RCW 28A.405.900 to replace an employee who has been granted a leave of absence by the District. In accordance with the provisions of RCW 28A.405.900, this contract shall expire automatically at the end of the contract term set forth herein. This contract is not subject to the continuing contract law, RCW 28A.405.210.					
This contract shall be subject to and consistent with Washington State law and the terms and conditions of the Collective Bargaining Agreement between the District and the Everett Education Association. In the event that any of the provisions of this Employee contract shall be inconsistent with the provisions of the Collective Bargaining Agreement, then the terms of the Collective Bargaining Agreement shall prevail.					
IN WITNESS WI	HEREOF, we have hereunto subscr	ibed our nar	mes.		
EVERETT SCHO	OOL DISTRICT NO. 2		EMPLOYEE		
By: <u>Carol</u>	Whitehead erintendent		Ву:		
	his contract had been duly e District's Board of Directors.		Who, by affixing his or accepts the terms of this of		
DATE:			DATE:		

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

EVERETT SCHOOL DISTRICT NO. 2 CERTIFICATED NON-CONTINUING EMPLOYEE CONTRACT RETIRED EMPLOYEE

Employee:				Date:	
Position:	Non-Supervisory Certific	ated Employee			
School Year:	2007-2008	FTE:		Days of Service:	
Salary:		Placement:		Highest Degree:	
called the Dist compliance with rules and regul vacation period monthly installn the Everett Edu	rict, and the above-nar n federal, state and local lations of the District; (b s; (c) be subject to reass nents in accordance with	ned Employee, laws (including) provide above ignment and trathe terms of the loyee affirms that	that said Emp administrative ru e-stated days of nsfer by the Sup c Collective Barg	nohomish County, Washington, hereinafte ployee shall: (a) perform such duties in ules and regulations) and with the policies service exclusive of school holidays and perintendent of Schools; and (d) be paid in aining Agreement between the District and of bound by any other contract which migh	
necessary to r Employee's ent retroactive to the funding authoria Association and	Employee agrees that entitlement to the foregoing salary shall be subject to adjustment by the District as necessary to reflect underpayments or overpayments due to clerical or other errors in the computation of Employee's entitlement or misplacement on the salary schedule. The annual salary will hereafter be increased retroactive to the effective date of the contract (a) on the basis of subsequent Board action consistent with State funding authorization and the Collective Bargaining Agreement between the District and the Everett Education Association and (b) on the basis of experience or education credits reported on the S-275 that result in Employee's advancement on the District's salary schedule.				
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 teaching 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.					
accordance wit	h the provisions of RCV	/ 28A.405.900,	this contract sh	the provisions of RCW 28A.405.900. In all expire automatically at the end of the ing contract law, RCW 28A.405.210.	
Collective Barga of the provision	aining Agreement betwee	n the District an ract shall be ind	d the Everett Ed consistent with t	e law and the terms and conditions of the ducation Association. In the event that any he provisions of the Collective Bargaining prevail.	
EVERETT SCH	OOL DISTRICT NO. 2		EMPLOYEE		
By: Superintend	ent	By:			
	contract had been duly Board of Directors.	authorized		g his or her signature, hereby rms of this contract.	
DATE:		DATE:			

EVERETT SCHOOL DISTRICT NO. 2 CERTIFICATED EMPLOYEE CONTRACT

RIDER 2007-2008 School Year

As of the date hereof, the District and the Everett Education Association ("Association") are engaged in salary negotiations for the 2007-2008 school year, thus final certificated employee salary schedules have not yet been adopted.

Thus, it is understood and agreed that the specific terms and provisions of this contract are subject to amendment and adjustment to conform to the applicable terms and conditions of any collective bargaining agreement covering 2007-2008 hereafter entered into by the District and the Association and to conform to any applicable policies hereafter lawfully adopted by the District.

Signed:		Date:	Date:	
J	Employee			
Signed:	Carol Whitehead	Date:		
	Carol Whitehead, Secretary Board of Directors			

EVERETT SCHOOL DISTRICT NO. 2 SPECIAL EMPLOYEE TRI CONTRACT 2007-2008 School Year

Date:

D	S SPECIAL EMPLOYEE TRI CONTRACT IS MADE BY AND BETWEEN THE BOARD OF ECTORS OF THE EVERETT SCHOOL DISTRICT NO. 2, SNOHOMISH COUNTY, WASHINGTON REINAFTER CALLED THE DISTRICT) AND (HEREINAFTER CALLED EMPLOYEE).
1.	mployee is hereby employed by the District to provide a professionally responsible level of service the following areas which are above the basic contract:
	Preparation for school opening; Work connected with the conclusion of the school year; Conferencing/communicating with students or parents; Supporting school/student activities; Providing individual help to students; Evaluating student work; Workshops, classes and inservice work; Researching educational materials and supplies; Improving and maintaining professional skills; Preparation and revisions of materials; Planning with other employees in areas of instruction and curriculum; Working with computers and other technology as related to educational uses; and Attending District and/or school-connected meetings such as PTSA, Open House, etc.
2.	his contract is governed by and subject to the provisions outlined in Section 8.01.C. of the Everett ducation Association/United Teachers of Everett and Everett School District No. 2 Collective argaining Agreement regarding additional Time, additional Responsibilities and Incentives (TRI).
3.	ompensation for these duties shall be \$
4.	ursuant to the provisions of RCW 28A.405.240, this special contract is not subject to the continuing ontract provisions of RCW 28A.405.210 and shall automatically terminate at the end of the 2007-008 school year.
	Molly Ringo
	oproved for Payment Employee's Signature Date

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

EVERETT SCHOOL DISTRICT NO. 2 CERTIFICATED EMPLOYEE TRI CONTRACT

RIDER 2007-2008 School Year

As of the date hereof, the District and the Everett Education Association ("Association") are engaged in salary negotiations for the 2007-2008 school year, thus final certificated employee salary schedules have not yet been adopted.

Thus, it is understood and agreed that the specific terms and provisions of this contract are subject to amendment and adjustment to conform to the applicable terms and conditions of any collective bargaining agreement covering 2007-2008 hereafter entered into by the District and the Association and to conform to any applicable policies hereafter lawfully adopted by the District.

Signed:		Date:	
9./	Employee		
Signad:	Carol Whitehead	Date:	
oigned.	Carol Whitehead, Secretary Board of Directors		