

RESOLUTION NO. 765

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 educational program that personnel vacancies for that ensuing school year be identified well in advance so that well-qualified replacements may be employed, and

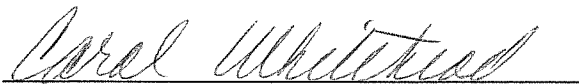
WHEREAS, as of this date, the base and TRI salary schedules for the 2003-2004 school year have not been adopted;

NOW, THEREFORE, BE IT RESOLVED as follows:

1. Individual employment contracts shall be issued promptly, but not prior to May 15, 2003, to all non-supervisory certificated employees entitled to an offer of employment for the 2003-2004 school year;
2. The Board hereby adopts the attached non-supervisory certificated employees' salary schedule on an interim basis for 2003-2004;
3. The Superintendent is hereby directed to cause to be delivered promptly to all non-supervisory certificated employees to be offered employment for the 2003-2004 school year a completed contract in the form attached hereto and consistent with the attached interim salary schedule as they apply to each contract recipient.

ADOPTED BY THE Board of Directors at a regular meeting thereof held May 13, 2003.

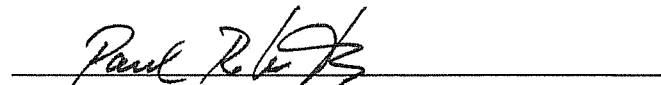
EVERETT SCHOOL DISTRICT NO. 2

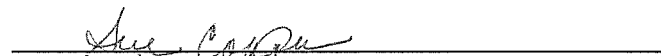


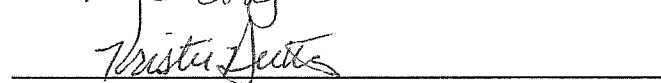
Superintendent



President, Board of Directors







**EVERETT SCHOOL DISTRICT NO. 2
CERTIFICATED EMPLOYEE CONTRACT**

Employee:
Position: Non-Supervisory Certificated Employee
School Year: 2003-2004 FTE:
Salary: \$ Placement:

Date:

Days of Service:
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) accept the conditions of employment as prescribed by the laws of the State of Washington and by the policies, rules and regulations of the District; (b) perform such duties as are prescribed by the laws of the State of Washington and by the policies, rules and regulations of the District; (c) provide above-stated days of service exclusive of school holidays and vacation periods; (d) be subject to reassignment of duties not involving demotion by the Superintendent of Schools; (e) be paid in accordance with regulations of the District; (f) sign and return this contract within ten (10) days of the date of issuance above, and failure to return this contract within ten (10) days of the above date of issuance shall constitute a resignation or non-acceptance of re-employment.

It is further agreed that during the employment under this contract, the Employee shall be subject to the statutes governing the public schools of the State of Washington including having a valid State of Washington professional education certificate for the entire period of the contract registered in the District administrative office.

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.

The annual 2003-2004 salary may hereafter be adjusted retroactive to the effective date of the contract on the basis of subsequent board action consistent with State funding authorization laws and the Collective Bargaining Agreement between the District and the Everett Education Association.

The Employee and the Board of Directors of the District agree to its terms.

IN WITNESS WHEREOF, we have hereunto subscribed our names.

Signed: _____
Employee Date

Signed: _____
Carol Whitehead, Secretary
Board of Directors

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

EVERETT SCHOOL DISTRICT NO. 2
PROVISIONAL CERTIFICATED EMPLOYEE CONTRACT

Employee:
Position: Non-Supervisory Certificated Employee
School Year: 2003-2004 FTE:
Salary: \$ Placement:

Date:
Days of Service:
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) accept the conditions of employment as prescribed by the laws of the State of Washington and by the policies, rules and regulations of the District; (b) perform such duties as are prescribed by the laws of the State of Washington and by the policies, rules and regulations of the District; (c) provide above-stated days of service exclusive of school holidays and vacation periods; (d) be subject to reassignment of duties not involving demotion by the Superintendent of Schools; (e) be paid in accordance with regulations of the District; (f) sign and return this contract within ten (10) days of the date of issuance above, and failure to return this contract within ten (10) days of the above date of issuance shall constitute a resignation or non-acceptance of re-employment.

It is understood and agreed that the employee named herein is a provisional employee and that the provisions of RCW 28A.405.220 are applicable.

It is further agreed that during the employment under this contract, the Employee shall be subject to the statutes governing the public schools of the State of Washington including having a valid State of Washington professional education certificate for the entire period of the contract registered in the District administrative office.

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.

The annual 2003-2004 salary may hereafter be adjusted retroactive to the effective date of the contract on the basis of subsequent board action consistent with State funding authorization laws and the Collective Bargaining Agreement between the District and the Everett Education Association.

The Employee and the Board of Directors of the District agree to its terms.

IN WITNESS WHEREOF, we have hereunto subscribed our names.

Signed: _____
Employee Date

Signed: _____
Carol Whitehead, Secretary
Board of Directors

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

Employee:		Date:
Position:	Non-Supervisory Certificated Employee	
School Year:	2003-2004	FTE:
Salary: \$	Placement:	Days of Service:
		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) accept the conditions of employment as prescribed by the laws of the State of Washington and by the policies, rules and regulations of the District; (b) perform such duties as are prescribed by the laws of the State of Washington and by the policies, rules and regulations of the District; (c) provide above-stated days of service exclusive of school holidays and vacation periods; (d) be subject to reassignment of duties not involving demotion by the Superintendent of Schools; (e) be paid in accordance with regulations of the District; (f) sign and return this contract within ten (10) days of the date of issuance above, and failure to return this contract within ten (10) days of the above date of issuance shall constitute a resignation or non-acceptance of re-employment.

It is further agreed that during the employment under this contract, the employee shall be subject to the statutes governing the public schools of the State of Washington including having a valid State of Washington professional education certificate for the entire period of the contract registered in the District administrative office.

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.

The annual 2003-2004 salary may hereafter be adjusted retroactive to the effective date of the contract on the basis of subsequent board action consistent with State funding authorization laws and the Collective Bargaining Agreement between the District and the Everett Education Association.

The employee named herein is hired under RCW 28A.405.900 to replace a certificated employee who has been granted a leave by the District. This contract is for a maximum of one year only and is not a continuing contract under RCW 28A.405.210.

The employee and the Board of Directors of the District agree to its terms.

IN WITNESS WHEREOF, we have hereunto subscribed our names.

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

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

EVERETT SCHOOL DISTRICT NO. 2
INTERIM 2003-2004 CERTIFICATED EMPLOYEE SALARY SCHEDULE

Step	BA	BA+15	BA+30	BA+45	BA+60	BA+75	BA+90	BA+105	BA+120	BA+135
0	27,225 ^a	28,051 ^a	28,870 ^b	29,710 ^b	30,519 ^b	31,345 ^b	32,164	32,984	33,809	34,635
1	28,730	29,552	30,322 ^b	31,198 ^b	32,020	32,847	33,670	34,489	35,315	36,136
2	30,325	31,056	31,874	32,700	33,524	34,342	35,174	35,999	36,820	37,643
3		32,567	33,383	34,209	35,031	35,854	36,677	37,499	38,322	39,149
4		34,064	34,882	35,710	36,531	37,355	38,178	38,998	39,826	40,647
5		35,573	36,388	37,218	38,040	38,859	39,687	40,513	41,339	42,157
6		37,069	37,884	38,717	39,538	40,363	41,191	42,011	42,836	43,656
7		38,573	39,398	40,221	41,045	41,866	42,688	43,516	44,339	45,163
8		40,081	40,902	41,731	42,549	43,374	44,193	45,017	45,846	46,669
9		41,581	42,402	43,229	44,053	44,878	45,698	46,524	47,343	48,167
10		43,083	43,910	44,739	45,554	46,380	47,206	48,027	48,852	49,670
11		44,587	45,411	46,238	47,057	47,884	48,707	49,526	50,352	51,176
12			46,913	47,739	48,566	49,386	50,210	51,033	51,858	52,679
13				49,245	50,067	50,889	51,719	52,540	53,361	54,187
14						52,524	53,349	54,170	54,998	55,819
									Master	2,264
									Doctor	2,830

^aNo full-time non-supervisory certificated employee will receive a base salary less than \$28,300.

^bNo full-time non-supervisory certificated employee with a Master's degree will receive a base salary less than \$33,930.