EVERETT SCHOOL DISTRICT NO. 2 STATE OF WASHINGTON

RESOLUTION NO. 900

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 2008-2009 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 2008-2009 school year a completed contract in the form attached hereto and consistent with the attached salary schedules as they apply to each contract.

A D O D TO D A LL O O O O O O O O O O O O O O O O O	
ADOPTED, this 27th day of May, 2008	EVERETT SCHOOL DISTRICT NO. 2 State of Washington
Superintendent	President, Board of Directors
	Carol andreus
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	Pristi Jul

Board Agenda Request Form Date of Board Meeting: May 27, 2008

Subject	
Title:	
RESOLUTION No. 900 - REEMPLOYMENT OF NON-SUPERVISORY CERTIFICATED EMPLOYEES	
Recommendation:	
The Administration recommends adoption of Resolution No. 900 authorizing the issuance of individual employment contracts to Certificated – Non-Supervisory Employees for the 2008-2009 school year.	
Background	
Purpose/Summary: The Board annually must approve the authorization to issue employment contracts to non-supervisory certificated employees.	
Previous Related Action:	
Additional Information	
Agenda Placement:	
☐ Information ☐ Action ☒ Consent Agenda ☐ Attachment(s)	
# of pages	
Submitted By: Molly Ringo Contact Person(s): Molly Ringo	
Signature: Molly Kings	
Approval Applicable Associate Superintendent signature(s) should be obtained prior to submission to Superintendent's Office.	
☐ Approved ☐ Denied ☐ Revised (see attached)	
By: Associate Superintendent, Finance & Operations By: Deputy Superintendent, Instruction	
Date: Date:	
Comments:	ļ

Revised 9/29/03

L PERETT SCHOOL DISTRICT NO. 2 CERTIFICATED EMPLOYEE CONTRACT

Date:

			•
_mployee:			
Position:	Non-Supervisory Certificated En	nployee	
School Year:	2008-2009	FTE:	Days of Service:
Salary:		Placement:	Highest Degree:
District, and the state and local District; (b) pro reassignment a the terms of the	e above-named Employee, that sa laws (including administrative ru vide above-stated days of service and transfer by the Superintendent e Collective Bargaining Agreemen	aid Employee shall: (a) les and regulations) an e exclusive of school h t of Schools; and (d) be t between the District ar	mish County, Washington, hereinafter called the perform such duties in compliance with federal, d with the polices, rules and regulations of the olidays and vacation periods; (c) be subject to paid in monthly installments in accordance with hid the Everett Education Association. Employee interfere with performance of duties under this
reflect underpa misplacement c contract (a) on Bargaining Agre	yments or overpayments due to on the salary schedule. The annual the basis of subsequent Board eement between the District and t	clerical or other errors in all salary will hereafter be action consistent with the Everett Education A	ct to adjustment by the District as necessary to n the computation of Employee's entitlement or e increased retroactive to the effective date of the State funding authorization and the Collective ssociation and (b) on the basis of experience or ement on the District's salary schedule.
ahout modific successful com the District's Hu performance of other required of	ation to the District's Human Respletion of a criminal background cuman Resources office (a) a valid his or her employment duties purcredential. In the event Employee	esources office within to heck and sexual miscon teaching or other certific suant to this contract, (b e fails to sign and return	nless Employee signs and returns the contract en (10) days of the date of issuance; (2) until duct check; and (3) until Employee registers with ate required by law as a condition to Employee's o) an official transcript of preparation, and (c) any this contract without modification within ten (10) any and all rights to employment by the District.
Bargaining Agre of this Employe	eement between the District and tl	ne Everett Education As ith the provisions of the	w and the terms and conditions of the Collective sociation. In the event that any of the provisions Collective Bargaining Agreement, then the terms
EVERETT SCH	HOOL DISTRICT NO. 2	EMPLO'	YEE
By: <u>Carol</u> Sup	Whitehead erintendent	Ву:	
	this contract had been duly he District's Board of Directors.		y affixing his or her signature, hereby the terms of this contract.
DATE:		DATE:_	

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

LVERETT SCHOOL DISTRICT NO. 2 PROVISIONAL CERTIFICATED EMPLOYEE CONTRACT

Date:

≟mployee:			
Position:	Non-Supervisory Certificated Emp	oyee	
School Year:	2008-2009	FTE:	Days of Service:
Salary:		Placement:	Highest Degree:
District, and the state and local District; (b) provreassignment ar the terms of the affirms that he contract.	above-named Employee, that said laws (including administrative rules ride above-stated days of service and transfer by the Superintendent of Collective Bargaining Agreement bor she is not bound by any other	District No. 2, Snohomish County, Wall Employee shall: (a) perform such dute and regulations) and with the polices exclusive of school holidays and vacated f Schools; and (d) be paid in monthly interfere with performance which might interfere with performance.	ties in compliance with federal, s, rules and regulations of the ation periods; (c) be subject to nstallments in accordance with ucation Association. Employee rformance of duties under this
reflect underpay misplacement or contract (a) on Bargaining Agre	ments or overpayments due to cle the salary schedule. The annual s the basis of subsequent Board a ement between the District and the	salary shall be subject to adjustment rical or other errors in the computation salary will hereafter be increased retroaction consistent with State funding at Everett Education Association and (be Employee's advancement on the Dist	n of Employee's entitlement or ctive to the effective date of the uthorization and the Collective) on the basis of experience or
thout modifica successful comp the District's Hur performance of other required c	ation to the District's Human Reso oletion of a criminal background che man Resources office (a) a valid tea his or her employment duties pursu redential. In the event Employee fa	come effective: (1) unless Employee ources office within ten (10) days of ck and sexual misconduct check; and (aching or other certificate required by la ant to this contract, (b) an official transcalls to sign and return this contract with emed to have waived any and all rights	the date of issuance; (2) until 3) until Employee registers with aw as a condition to Employee's cript of preparation, and (c) any tout modification within ten (10)
		ovisional employee and that the provisect to the continuing contract law, RCW	
		Nashington State law and the terms are Everett Education Association. In the	

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

of this Employee contract shall be inconsistent with the provisions of the Collective Bargaining Agreement, then the terms

EMPLOYEE

Who, by affixing his or her signature, hereby

DATE:____

accepts the terms of this contract.

of the Collective Bargaining Agreement shall prevail.

I certify that this contract had been duly

authorized by the District's Board of Directors.

DATE:

EVERETT SCHOOL DISTRICT NO. 2

By: <u>Carol Whitehead</u>
Superintendent

L. ERETT SCHOOL DISTRICT NO. 2 CERTIFICATED NON-CONTINUING EMPLOYEE CONTRACT

Date:

_mployee:			
Position:	Non-Supervisory Certific	cated Employee	
School Year:	2008-2009	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.

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.

further agreed that this contract shall not become effective: (1) unless Employee signs and returns the contract nout 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 WHEREOF, we have hereunto subscribed our names.

EVERETT SCHOOL DISTRICT NO. 2	EMPLOYEE
By: <u>Carol Whitehead</u> Superintendent	Ву:
I certify that this contract had been duly 'horized 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.

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

			Date:
_inployee:			
Position:	Non-Supervisory Certificated Empl	oyee	
School Year:	2008-2009	FTE:	Days of Service:
Salary:		Placement:	Highest Degree:
District, and the state and local District; (b) prov reassignment and the terms of the	above-named Employee, that said laws (including administrative rules ide above-stated days of service and transfer by the Superintendent of Collective Bargaining Agreement b	District No. 2, Snohomish County, Wa Employee shall: (a) perform such dut and regulations) and with the police exclusive of school holidays and vaca f Schools; and (d) be paid in monthly i etween the District and the Everett Edi contract which might interfere with pe	ties in compliance with federal, is, rules and regulations of the ation periods; (c) be subject to installments in accordance with ucation Association. Employee
reflect underpay misplacement or contract (a) on Bargaining Agre	ments or overpayments due to cle the salary schedule. The annual s the basis of subsequent Board a ement between the District and the	salary shall be subject to adjustment rical or other errors in the computation salary will hereafter be increased retroaction consistent with State funding at Everett Education Association and (ben Employee's advancement on the Dist	n of Employee's entitlement or ctive to the effective date of the uthorization and the Collective) on the basis of experience or
.nout modifica successful comp the District's Hur performance of I other required co	tion to the District's Human Rescoletion of a criminal background che man Resources office (a) a valid teanis or her employment duties pursuated in the event Employee fa	come effective: (1) unless Employee ources office within ten (10) days of ck and sexual misconduct check; and (aching or other certificate required by la ant to this contract, (b) an official transcalls to sign and return this contract with emed to have waived any and all rights	the date of issuance; (2) until 3) until Employee registers with w as a condition to Employee's cript of preparation, and (c) any tout modification within ten (10)
employee who 28A.405.900, thi	has been granted a leave of abs	ployed pursuant to the provisions of Rosence by the District. In accordance y at the end of the contract term set for 5.210.	with the provisions of RCW
Bargaining Agre	ement between the District and the	n Washington State law and the terms Everett Education Association. In the the provisions of the Collective Bargain	event that any of the provisions

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

EMPLOYEE

DATE:____

Who, by affixing his or her signature, hereby

accepts the terms of this contract.

of the Collective Bargaining Agreement shall prevail.

EVERETT SCHOOL DISTRICT NO. 2

Superintendent

I certify that this contract had been duly

horized by the District's Board of Directors.

By: <u>Carol Whitehead</u>

PYLE:

IN WITNESS WHEREOF, we have hereunto subscribed our names.

L. ERETT SCHOOL DISTRICT NO. 2 SPECIAL EMPLOYEE TRI CONTRACT 2008-2009 School Year

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 Employee is hereby employed by the District to provide a professionally responsible level of servin 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. This contract is governed by and subject to the provisions outlined in Section 8.01.C. of the Eve Education Association/United Teachers of Everett and Everett School District No. 2 Collect Bargaining Agreement regarding additional Time, additional Responsibilities and Incentives (TRI) Compensation for these duties shall be	⁄ice
 b. Work connected with the conclusion of the school year; c. Conferencing/communicating with students or parents; d. Supporting school/student activities; e. Providing individual help to students; f. Evaluating student work; g. Workshops, classes and inservice work; h. Researching educational materials and supplies; i. Improving and maintaining professional skills; j. Preparation and revisions of materials; k. Planning with other employees in areas of instruction and curriculum; l. Working with computers and other technology as related to educational uses; and m. Attending District and/or school-connected meetings such as PTSA, Open House, etc. 2. This contract is governed by and subject to the provisions outlined in Section 8.01.C. of the Eve Education Association/United Teachers of Everett and Everett School District No. 2 Collect Bargaining Agreement regarding additional Time, additional Responsibilities and Incentives (TRI) 3. Compensation for these duties shall be	
Education Association/United Teachers of Everett and Everett School District No. 2 Collect Bargaining Agreement regarding additional Time, additional Responsibilities and Incentives (TRI) 3. Compensation for these duties shall be 4. Pursuant to the provisions of RCW 28A.405.240, this special contract is not subject to the continu contract provisions of RCW 28A.405.210 and shall automatically terminate at the end of the 20	
4. Pursuant to the provisions of RCW 28A.405.240, this special contract is not subject to the continu contract provisions of RCW 28A.405.210 and shall automatically terminate at the end of the 20	tive
contract provisions of RCW 28A.405.210 and shall automatically terminate at the end of the 20	
Molly Ringo	
Approved for Payment Employee's Signature Date	

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

INITIAL 2008-09 REGL .R SALARY SCHEDULE

Step	ВА	BA+15	BA+30	BA+45	BA+60	BA+75	BA+90	BA+105	BA+120	BA+135
0	\$32,107 a	\$33,079 ª	\$34,046 ª	\$35,035 b	\$35,991 b	\$36,964 b	\$37,930 ^b	\$38,898	\$39,870	\$40,843
1	\$33,881 ª	\$34,852 ^b	\$35,758 b	\$36,791 b	\$37,761 ^b	\$38,735	\$39,706	\$40,672	\$41,647	\$42,615
2	\$35,511 b	\$36,367 b	\$37,325 b	\$38,292 b	\$39,256	\$40,216	\$41,189	\$42,155	\$43,118	\$44,080
3		\$37,600 b	\$38,542	\$39,496	\$40,445	\$41,394	\$42,345	\$43,293	·\$44,243	\$45,199
4		\$39,049	\$39,985	\$40,935	\$41,877	\$42,820	\$43,764	\$44,704	\$45,654	\$46,595
5			\$41,415	\$42,359	\$43,295	\$44,228	\$45,171	\$46,111	\$47,051	\$47,980
6				\$44,067	\$45,000	\$45,938	\$46,881	\$47,814	\$48,754	\$49,689
7				\$45,450	\$46,381	\$47,309	\$48,238	\$49,174	\$50,105	\$51,036
. 8				\$47,156	\$48,081	\$49,014	\$49,939	\$50,870	\$51,806	\$52,736
9				•	\$49,779	\$50,712	\$51,639	\$52,572	\$53,499	\$54,430
10					\$51,476	\$52,410	\$53,343	\$54,271	\$55,204	\$56,128
11	•				\$53,175	\$54,110	\$55,040	\$55,964	\$56,898	\$57,829
12						\$55,806	\$56,736	\$57,667	\$58,600	\$59,528
13						\$57,505	\$58,442	\$59,371	\$60,299	\$61,232
14			,			\$59,353	\$60,285	\$61,214	\$62,148	\$63,076
								Ма	ster	\$2,754
					•			Do	ctor	\$3,443

^a No full-time non-supervisory certificated employee will receive a base salary less than \$34,426

^b No full-time non-supervisory certificated employee with a Master's degree will receive a base salary less than \$41,274

INITIAL 2008- TRI SCHEDULE

Step	ВА	BA+15	BA+30	BA+45	BA+60	BA+75	BA+90	BA+105	BA+120	BA+135
0	6,719	6,906	7,090	7,301	7,497	7,699	7,900	3,100	8,307	8,508
1	7,054	7,259	7,455	7,664	7,866	8,069	8,272	8,475	8,675	8,877
2	7,635	7,833	8,038	8,248	8,457	8,661	8,870	9,080	9,287	9,495
3		8,635	8,850	9,073	9,288	9,509	9,727	9,942	10,161	10,379
4		9,251	9,479	9,699	9,922	10,147	10,369	10,594	10,820	11,041
. 5			10,119	10,352	10,580	10,800	11,034	11,265	11,496	11,722
6				10,765	10,994	11,225	11,453	11,678	11,910	12,138
7				11,438	11,675	11,910	12,143	12,381	12,610	12,848
8				11,870	12,102	12,339	12,569	12,805	13,044	13,274
9					12,532	12,765	13,000	13,235	13,467	13,701
10					12,957	13,191	13,429	13,659	13,894	14,128
11					13,385	13,621	13,855	14,088	14,322	14,557
12						14,046	14,280	14,517	14,754	14,983
13			·			14,473	14,711	14,946	15,178	15,413
14						15,188	15,423	15,657	15,891	16,126
15						15,188	15,423	15,657	15,891	16,126
16						15,188	15,423	15,657	15,891	16,126
17						15,188	15,423	15,657	15,891	16,126
18						15,438	15,673	15,907	16,141	16,376
19					•	15,438	15,673	15,907	16,141	16,376
20						15,688	15,923	16,157	16,391	16,626
21						15,688	15,923	16,157	16,391	16,626
22						15,688	15,923	16,157	16,391	16,626
23						15,688	15,923	16,157	16,391	16,626
24						15,788	16,023	16,257	16,491	16,726
								Master		\$538
								Doctor		\$671