

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:

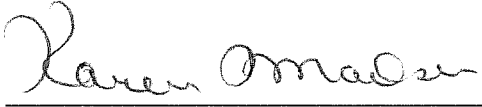
1. Individual employment contracts shall be issued promptly to all non-supervisory certificated employees entitled to an offer of employment for the 2008-2009 school year.
2. The Superintendent is hereby directed to cause to be delivered promptly to all non-supervisory certificated employees to be offered 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.

ADOPTED, this 27th day of May, 2008



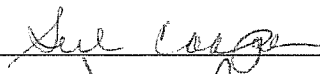
Superintendent

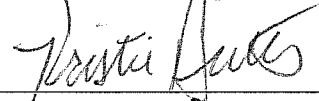
EVERETT SCHOOL DISTRICT NO. 2
State of Washington



President, Board of Directors







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 Ringo

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:

EVERETT SCHOOL DISTRICT NO. 2
CERTIFICATED EMPLOYEE CONTRACT

Date:

Employee:

Position: Non-Supervisory Certificated 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 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 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.

Employee 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.

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.

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
PROVISIONAL CERTIFICATED EMPLOYEE CONTRACT**

Date:

Employee:

Position: Non-Supervisory Certificated 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 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 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.

Employee 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.

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 NON-CONTINUING EMPLOYEE CONTRACT**

Date: _____

Employee: _____

Position: Non-Supervisory Certificated 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 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 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.

Employee 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 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 NON-CONTINUING EMPLOYEE CONTRACT
RETIRED EMPLOYEE

Date:

Employee:

Position: Non-Supervisory Certificated 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 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 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 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 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
SPECIAL EMPLOYEE TRI CONTRACT
2008-2009 School Year

Date:

THIS SPECIAL EMPLOYEE TRI CONTRACT IS MADE BY AND BETWEEN THE BOARD OF DIRECTORS OF THE EVERETT SCHOOL DISTRICT NO. 2, SNOHOMISH COUNTY, WASHINGTON (HEREINAFTER CALLED THE DISTRICT) AND _____ (HEREINAFTER CALLED EMPLOYEE).

1. Employee is hereby employed by the District to provide a professionally responsible level of service in the following areas which are above the basic contract:
 - a. Preparation for school opening;
 - 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 Everett Education Association/United Teachers of Everett and Everett School District No. 2 Collective 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 continuing contract provisions of RCW 28A.405.210 and shall automatically terminate at the end of the 2008-2009 school year.

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 REGULAR SALARY SCHEDULE

Document 1

Step	BA	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

Master	\$2,754
Doctor	\$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

Board Approved:

INITIAL 2008-2011 RI SCHEDULE

Attachment 2

Step	BA	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	8,100	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

Board Approved: