

## RESOLUTION NO. 744

### 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

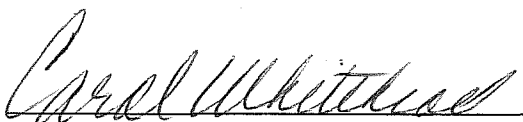
WHEREAS, as of this date, the base and TRI salary schedules for the 2002-2003 school year have not been adopted;

NOW, THEREFORE, BE IT RESOLVED as follows:

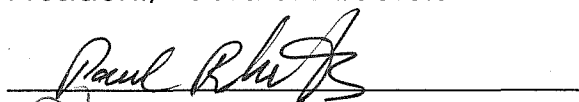
1. Individual employment contracts shall be issued promptly, but not prior to May 15, 2002, to all non-supervisory certificated employees entitled to an offer of employment for the 2002-2003 school year;
2. The Board hereby adopts the attached non-supervisory certificated employees' salary schedules on an interim basis for 2002-2003;
3. The Superintendent is hereby directed to cause to be delivered promptly to all non-supervisory certificated employees to be offered employment for the 2002-2003 school year a completed contract in the form attached hereto and consistent with the attached interim salary schedules as they apply to each contract recipient.

ADOPTED BY THE Board of Directors at a regular meeting thereof held May 14, 2002.

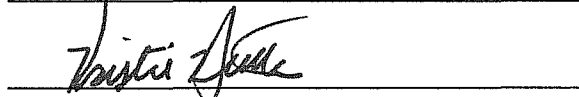
EVERETT SCHOOL DISTRICT NO. 2

  
Superintendent

  
President, Board of Directors









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

Employee:	Date:
Position: Non-Supervisory Certificated Employee	
School Year: 2002-2003	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 2002-2003 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: _____		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  
CERTIFICATED EMPLOYEE CONTRACT**

**RIDER**

As of the date hereof, the District and the Everett Education Association ("Association") are engaged in negotiations for the 2002-2003 school year and final certificated employee salary schedules and certain other employment terms for the 2002-2003 school year 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 2002-2003 hereafter entered into by the District and the Association and to conform to any applicable policies hereafter lawfully adopted by the District.

Signed: \_\_\_\_\_  
Employee

Date: \_\_\_\_\_

Signed: \_\_\_\_\_  
Carol Whitehead, Secretary  
Board of Directors

Date: \_\_\_\_\_

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

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

Employee:	Date:
Position: Non-Supervisory Certificated Employee	
School Year: 2002-2003	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 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 2002-2003 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: _____		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**  
**PROVISIONAL CERTIFICATED EMPLOYEE CONTRACT**

**RIDER**

As of the date hereof, the District and the Everett Education Association ("Association") are engaged in negotiations for the 2002-2003 school year and final certificated employee salary schedules and certain other employment terms for the 2002-2003 school year 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 2002-2003 hereafter entered into by the District and the Association and to conform to any applicable policies hereafter lawfully adopted by the District.

Signed: \_\_\_\_\_  
Employee

Date: \_\_\_\_\_

Signed: \_\_\_\_\_  
Carol Whitehead, Secretary  
Board of Directors

Date: \_\_\_\_\_

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

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

Employee:  
Position: Non-Supervisory Certificated Employee  
School Year: 2002-2003 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 2002-2003 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**  
**CERTIFICATED NON-CONTINUING EMPLOYEE CONTRACT**

**RIDER**

As of the date hereof, the District and the Everett Education Association ("Association") are engaged in negotiations for the 2002-2003 school year and final certificated employee salary schedules and certain other employment terms for the 2002-2003 school year 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 2002-2003 hereafter entered into by the District and the Association and to conform to any applicable policies hereafter lawfully adopted by the District.

Signed: \_\_\_\_\_  
Employee

Date: \_\_\_\_\_

Signed: \_\_\_\_\_  
Carol Whitehead, Secretary  
Board of Directors

Date: \_\_\_\_\_

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

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**EVERETT SCHOOL DISTRICT NO. 2**  
**INTERIM 2002-2003 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	26,403 <sup>a</sup>	27,203 <sup>a</sup>	27,998 <sup>b</sup>	28,812 <sup>b</sup>	29,597 <sup>b</sup>	30,398 <sup>b</sup>	31,192	31,987	32,788	33,588
1	27,862	28,659	29,405 <sup>b</sup>	30,256 <sup>b</sup>	31,052	31,855	32,653	33,447	34,248	35,044
2	29,322	30,118	30,911	31,712	32,511	33,304	34,112	34,911	35,707	36,506
3		31,583	32,374	33,175	33,973	34,771	35,569	36,366	37,164	37,967
4		33,035	33,828	34,631	35,428	36,226	37,024	37,820	38,623	39,418
5		34,498	35,289	36,093	36,890	37,685	38,488	39,289	40,090	40,883
6		35,949	36,740	37,547	38,343	39,144	39,946	40,741	41,542	42,337
7		37,408	38,207	39,006	39,805	40,602	41,398	42,201	43,000	43,799
8		38,870	39,666	40,471	41,263	42,063	42,858	43,657	44,460	45,259
9		40,325	41,121	41,922	42,722	43,522	44,318	45,118	45,913	46,712
10		41,782	42,583	43,387	44,178	44,979	45,779	46,576	47,376	48,169
11		43,239	44,039	44,841	45,635	46,437	47,235	48,030	48,831	49,630
12			45,496	46,297	47,098	47,894	48,693	49,491	50,291	51,087
13				47,757	48,554	49,352	50,157	50,952	51,749	52,550
14						50,937	51,738	52,533	53,336	54,133
									Master	2,197
									Doctor	2,747

<sup>a</sup>No full-time non-supervisory certificated employee will receive a base salary less than \$27,467.

<sup>b</sup>No full-time non-supervisory certificated employee with a Master's degree will receive a base salary less than \$32,931.

Board Action: 5/14/2002



**EVERETT SCHOOL DISTRICT NO. 2**  
**INTERIM 2002-2003 TRI SALARY SCHEDULE**

Step	BA	BA+15	BA+30	BA+45	BA+60	BA+75	BA+90	BA+105	BA+120	BA+135
0	2,800	2,887	2,970	3,059	3,141	3,224	3,309	3,393	3,480	3,564
1	2,958	3,040	3,125	3,210	3,296	3,379	3,464	3,551	3,634	3,719
2	3,111	3,197	3,281	3,366	3,452	3,536	3,619	3,706	3,791	3,875
3		3,352	3,434	3,523	3,606	3,691	3,776	3,858	3,944	4,029
4		3,506	3,593	3,675	3,760	3,846	3,930	4,014	4,101	4,184
5		3,662	3,746	3,832	3,917	3,999	4,084	4,170	4,256	4,340
6		3,814	3,897	3,985	4,070	4,156	4,240	4,322	4,408	4,493
7		3,969	4,055	4,138	4,224	4,310	4,394	4,480	4,563	4,649
8		4,124	4,207	4,295	4,379	4,465	4,547	4,634	4,720	4,803
9		4,279	4,362	4,451	4,534	4,618	4,704	4,789	4,873	4,957
10		4,433	4,518	4,604	4,688	4,773	4,859	4,941	5,027	5,112
11		4,588	4,671	4,758	4,843	4,929	5,013	5,098	5,182	5,267
12			4,826	4,913	4,998	5,082	5,167	5,253	5,339	5,421
13				5,068	5,154	5,236	5,322	5,408	5,492	5,576
14						5,597	5,683	5,767	5,852	5,937
15						5,597	5,683	5,767	5,852	5,937
16						5,597	5,683	5,767	5,852	5,937
17						5,597	5,683	5,767	5,852	5,937
18						5,597	5,683	5,767	5,852	5,937
19						5,597	5,683	5,767	5,852	5,937
20						5,847	5,933	6,017	6,102	6,187
21						5,847	5,933	6,017	6,102	6,187
22						5,847	5,933	6,017	6,102	6,187
23						5,847	5,933	6,017	6,102	6,187
24						6,047	6,133	6,217	6,302	6,387
									Master	224
									Doctor	280