

RESOLUTION NO. 722

Individual Employment Contracts
for
Deputy Superintendent, Associate Superintendent of Instruction,
Assistant Superintendents, Principals, Executive Directors,
Directors, Managers and Specialists

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 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 forthwith to all administrators entitled to an offer of employment for the 2001-2002 school year (see list attached hereto);
2. The Board hereby adopts the attached administrators' salary schedule on an interim basis for the 2001-2002 contract year;
3. The Superintendent is hereby directed to cause to be delivered forthwith to all administrators to be offered employment for the 2001-2002 school year a completed contract in the form attached hereto and consistent with the attached 2001-2002 interim salary schedule as it applies to each contract recipient.

ADOPTED BY THE Board of Directors at a regular meeting thereof held May 8, 2001.

Carol Whitthorn
Superintendent

EVERETT SCHOOL DISTRICT NO. 2

[Signature]
President, Board of Directors

[Signature]

[Signature]

[Signature]

[Signature]

CONTRACT

DEPUTY SUPERINTENDENT

It is hereby agreed by and between the Board of Directors (the "Board") of the Everett School District No. 2 (the "District") and Jeffrey S. Riddle (the "Deputy Superintendent") that the Board, in accordance with its action at its regular meeting on the 8th day of May 2001, has and does hereby employ Mr. Riddle as Deputy Superintendent. Said employment is for a period of one (1) year commencing July 1, 2001 and ending June 30, 2002.

The parties agree that Mr. Riddle will perform faithfully the duties of Deputy Superintendent in and for the public schools in the District as prescribed by the laws of the State of Washington and by the rules and regulations made thereunder by the Board and under the direction of the Superintendent of Schools:

WITNESSETH:

1. In consideration of an annual salary determined by placement on Step C of the 2001-2002 Administrative Salary Schedule 1, Mr. Riddle agrees to perform faithfully the duties of the Deputy Superintendent.
2. It is mutually agreed that Mr. Riddle's job performance will be evaluated yearly by the Superintendent in accordance with the adopted District administrative evaluation policy, with the results of said evaluation to be made known to Mr. Riddle. Mr. Riddle will be subject to discharge for sufficient cause as provided by law.
3. Mr. Riddle may undertake consultative work, speaking engagements, writing, lecturing or other professional duties and obligations which do not conflict with his duties as Deputy Superintendent.
4. Mr. Riddle may, with the consent of the Superintendent, attend appropriate professional and other official meetings at the local, state and national level, the actual expenses of said attendance to be paid by the District. The District shall pay Mr. Riddle's dues in the Washington Association of School Administrators, the American Association of School Administrators and the Association of School Business Officials.

5. In addition to annual salary, Mr. Riddle shall receive the following in consideration for the faithful performance of his duties:
- a. Twelve (12) days annual leave with compensation for illness, injury and emergencies, with unused leave to accumulate from year to year in accordance with law and District policy.
 - b. Holidays recognized by the District.
 - c. The same medical, dental and other insurance benefits provided other administrators.
 - d. In lieu of other expense reimbursement for in-District travel, Mr. Riddle shall receive \$475.00 per month to defray costs incurred using his automobile for official travel. (Pursuant to RCW 42.24.090, it is the determination of the Board that this means of reimbursement is less costly than providing an automobile to the Deputy Superintendent.) Mr. Riddle will also be entitled to out-of-District mileage, use of District vehicles, if available, for out-of-District travel and other expense reimbursement for official business as provided by law and District policy for administrators.
 - e. Twelve (12) supplemental days per year paid at Mr. Riddle's per diem rate of pay prorated on a monthly basis.
 - f. Twenty-five (25) vacation days per year. Up to twenty (20) unused vacation days can be accumulated annually to a maximum of fifty (50) days. Such accumulated vacation may be taken in a subsequent year, provided that no more than six (6) weeks of continuous vacation may be permitted regardless of accumulations. Unused vacation shall be compensable upon termination of employment to a maximum of thirty (30) days. Up to nine (9) days of unused vacation as of June 30 of any calendar year shall be compensable on the July pay warrant. The total number of vacation days for which compensation is received shall not exceed thirty (30) days during any two (2) year period.
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g. It is further understood that leave entitlements will be no less than those provided other administrators.

By signing the foregoing contract, Mr. Riddle and the Board agree to its terms.

ACCEPTED this _____ day of _____, 2001.

Deputy Superintendent

Board President

Board Vice President

Member

Member

Member

Board Secretary

Approved and Registered
Carol Whitehead
Superintendent

Registrar

Date

CONTRACT

ASSOCIATE SUPERINTENDENT OF INSTRUCTION

It is hereby agreed by and between the Board of Directors (the "Board") of the Everett School District No. 2 (the "District") and Karst Brandsma (the "Associate Superintendent of Instruction") that the Board, in accordance with its action at its regular meeting on the 8th day of May 2001, has and does hereby employ Mr. Brandsma as Associate Superintendent of Instruction. Said employment is for a period of one (1) year commencing July 1, 2001 and ending June 30, 2002.

The parties agree that Mr. Brandsma will perform faithfully the duties of Associate Superintendent of Instruction in and for the public schools in the District as prescribed by the laws of the State of Washington and by the rules and regulations made thereunder by the Board and under the direction of the Superintendent of Schools:

WITNESSETH:

1. In consideration of an annual salary determined by placement on Step C of the 2001-2002 Administrative Salary Schedule 1, Mr. Brandsma agrees to perform faithfully the duties of the Associate Superintendent of Instruction.
 2. It is mutually agreed that Mr. Brandsma's job performance will be evaluated yearly by the Superintendent in accordance with the adopted District administrative evaluation policy, with the results of said evaluation to be made known to Mr. Brandsma. Mr. Brandsma will be subject to discharge for sufficient cause as provided by law.
 3. Mr. Brandsma may undertake consultative work, speaking engagements, writing, lecturing or other professional duties and obligations which do not conflict with his duties as Associate Superintendent of Instruction.
 4. Mr. Brandsma may, with the consent of the Superintendent, attend appropriate professional and other official meetings at the local, state and national level, the actual expenses of said attendance to be paid by the District. The District shall pay Mr. Brandsma's dues in the Washington Association of School Administrators, the American Association of School Administrators and the Association for Supervision and Curriculum Development.
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5. In addition to annual salary, Mr. Brandsma shall receive the following in consideration for the faithful performance of his duties:
 - a. Twelve (12) days annual leave with compensation for illness, injury and emergencies, with unused leave to accumulate from year to year in accordance with law and District policy.
 - b. Holidays recognized by the District.
 - c. The same medical, dental and other insurance benefits provided other administrators.
 - d. In lieu of other expense reimbursement for in-District travel, Mr. Brandsma shall receive \$475.00 per month to defray costs incurred using his automobile for official travel. (Pursuant to RCW 42.24.090, it is the determination of the Board that this means of reimbursement is less costly than providing an automobile to the Associate Superintendent of Instruction.) Mr. Brandsma will also be entitled to out-of-District mileage, use of District vehicles, if available, for out-of-District travel and other expense reimbursement for official business as provided by law and District policy for administrators.
 - e. Twelve (12) supplemental days per year paid at Mr. Brandsma's per diem rate of pay prorated on a monthly basis.
 - f. Twenty-five (25) vacation days per year. Up to twenty (20) unused vacation days can be accumulated annually to a maximum of fifty (50) days. Such accumulated vacation may be taken in a subsequent year, provided that no more than six (6) weeks of continuous vacation may be permitted regardless of accumulations. Unused vacation shall be compensable upon termination of employment to a maximum of thirty (30) days. Up to nine (9) days of unused vacation as of June 30 of any calendar year shall be compensable on the July pay warrant. The total number of vacation days for which compensation is received shall not exceed thirty (30) days during any two (2) year period.
 - g. It is further understood that leave entitlements will be no less than those provided other administrators.
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By signing the foregoing contract, Mr. Brandsma and the Board agree to its terms.

ACCEPTED this _____ day of _____, 2001.

Associate Superintendent of Instruction

Board President

Board Vice President

Member

Member

Member

Board Secretary

Approved and Registered
Carol Whitehead
Superintendent

Registrar

Date

EVERETT SCHOOL DISTRICT NO. 2
CERTIFICATED ADMINISTRATIVE EMPLOYEE CONTRACT

Employee:

Date:

Position: Assistant Superintendent

Salary: \$

Step:

FTE: 1.00

Commencing: July 1, 2001

Ending: June 30, 2002

Days: 222

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 perform faithfully the duties of the above position and such other duties as assigned by the Superintendent in and for the public schools in the District as prescribed by the laws of the State of Washington and by the rules and regulations made thereunder by the Board and under the direction of the Superintendent of Schools:

WITNESSETH:

1. The above annual salary shall be prorated on a monthly basis and is subject to remain in accordance with Board adopted salary provisions. When the Board of Directors adopt the final salary schedule for 2001-2002, the annual salary provided above will be adjusted consistent with the final adopted salary schedule. Any such revision will be effectuated by a salary adjustment retroactive to the beginning of the contract.

2. It is mutually agreed that the Employee's job performance shall be evaluated yearly by the Superintendent or his/her designee in accordance with the adopted District administrative evaluation policy, with the results of said evaluation to be made known to the Employee. The Employee will be subject to discharge for sufficient cause as provided by law.

3. The District shall pay the Employee's dues in the Washington Association of School Administrators.

4. In addition to annual salary, the Employee shall receive the following in consideration for the faithful performance of his/her duties:

a. Twelve (12) days annual leave with compensation for illness, injury and emergencies, with unused leave to accumulate from year to year in accordance with law and District policy;

b. Holidays recognized by the District;

c. The contribution to the Everett School Employees Benefit Trust and the Health Benefits provided or offered through the Trust (medical, dental, LTD, life, voluntary short-term salary insurance) on behalf of the Employee shall be no less than that provided non-supervisory certificated staff.

d. Twenty-five (25) vacation days per year. Up to twenty (20) unused vacation days can be accumulated annually to a maximum of fifty (50) days. Such accumulated vacation may be taken in a subsequent year, provided that no more than six (6) weeks of continuous vacation may be permitted regardless of accumulations. Unused vacation shall be compensable upon termination of employment to a maximum of thirty (30) days. Up to nine (9) days of unused vacation as of June 30 of any calendar year shall be compensable on the July pay warrant. The total number of vacation days for which compensation is received shall not exceed thirty (30) days during any two (2) year period.

e. Twelve (12) supplemental days per year paid at the employee's per diem rate of pay prorated on a monthly basis.

f. Leave entitlements will be no less than those provided other administrative personnel.

g. In lieu of other expense reimbursement for in-District travel, the Employee shall receive \$475.00 per month to defray costs incurred using his/her automobile for official travel. (Pursuant to RCW 42.24.090, it is the determination of the Board that this means of reimbursement is less costly than providing an automobile to the Assistant Superintendent.) The Employee will also be entitled to out-of-District mileage, use of District vehicles, if available, for out-of District travel and other expense reimbursement for official business as provided by law and District policy for administrators.

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 the following specific provision: a valid State of Washington administrator's certificate for the entire period of the contract shall be registered in the District's administrative office.

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

IN WITNESS WHEREOF, we have hereunto subscribed our names.

Signed: _____
Employee Dated

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 ADMINISTRATIVE EMPLOYEE CONTRACT

Employee: Terry Edwards

Date:

Position: Executive Director

Salary: \$ Step: FTE: 1.00

Commencing: July 1, 2001 Ending: June 30, 2002 Days: 222

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 perform faithfully the duties of the above position and such other duties as assigned by the Superintendent in and for the public schools in the District as prescribed by the laws of the State of Washington and by the rules and regulations made thereunder by the Board and under the direction of the Superintendent of Schools:

WITNESSETH:

1. The above annual salary shall be prorated on a monthly basis and is subject to remain in accordance with Board adopted salary provisions. When the Board of Directors adopt the final salary schedule for 2001-2002, the annual salary provided above will be adjusted consistent with the final adopted salary schedule. Any such revision will be effectuated by a salary adjustment retroactive to the beginning of the contract.

2. It is mutually agreed that the Employee's job performance shall be evaluated yearly by the Superintendent or his/her designee in accordance with the adopted District administrative evaluation policy, with the results of said evaluation to be made known to the Employee. The Employee will be subject to discharge for sufficient cause as provided by law.

3. The District shall pay the Employee's dues in the Washington Association of School Administrators.

4. In addition to annual salary, the Employee shall receive the following in consideration for the faithful performance of his/her duties:

a. Twelve (12) days annual leave with compensation for illness, injury and emergencies, with unused leave to accumulate from year to year in accordance with law and District policy;

b. Holidays recognized by the District;

c. The contribution to the Everett School Employees Benefit Trust and the Health Benefits provided or offered through the Trust (medical, dental, LTD, life, voluntary short-term salary insurance) on behalf of the Employee shall be no less than that provided non-supervisory certificated staff.

d. Twenty-five (25) vacation days per year. Up to twenty (20) unused vacation days can be accumulated annually to a maximum of fifty (50) days. Such accumulated vacation may be taken in a subsequent year, provided that no more than six (6) weeks of continuous vacation may be permitted regardless of accumulations. Unused vacation shall be compensable upon termination of employment to a maximum of thirty (30) days. Up to nine (9) days of unused vacation as of June 30 of any calendar year shall be compensable on the July pay warrant. The total number of vacation days for which compensation is received shall not exceed thirty (30) days during any two (2) year period.

e. Twelve (12) supplemental days per year paid at the employee's per diem rate of pay prorated on a monthly basis.

f. Leave entitlements will be no less than those provided other administrative personnel.

g. In lieu of other expense reimbursement for in-District travel, the Employee shall receive \$475.00 per month to defray costs incurred using his/her automobile for official travel. (Pursuant to RCW 42.24.090, it is the determination of the Board that this means of reimbursement is less costly than providing an automobile to the Assistant Superintendent.) The Employee will also be entitled to out-of-District mileage, use of District vehicles, if available, for out-of District travel and other expense reimbursement for official business as provided by law and District policy for administrators.

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 the following specific provision: a valid State of Washington administrator's certificate for the entire period of the contract shall be registered in the District's administrative office.

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

IN WITNESS WHEREOF, we have hereunto subscribed our names.

Signed: _____
Employee

Dated

Signed: _____
Carol Whitehead
Secretary, Board of Directors

EVERETT SCHOOL DISTRICT NO. 2
CERTIFICATED ADMINISTRATIVE EMPLOYEE CONTRACT

Employee:

Date:

Position: Executive Director

Salary: \$

Step:

FTE: 1.00

Commencing: July 1, 2001

Ending: June 30, 2002

Days: 222

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 perform faithfully the duties of the above position and such other duties as assigned by the Superintendent in and for the public schools in the District as prescribed by the laws of the State of Washington and by the rules and regulations made thereunder by the Board and under the direction of the Superintendent of Schools:

WITNESSETH:

1. The above annual salary shall be prorated on a monthly basis and is subject to remain in accordance with Board adopted salary provisions. When the Board of Directors adopt the final salary schedule for 2001-2002, the annual salary provided above will be adjusted consistent with the final adopted salary schedule. Any such revision will be effectuated by a salary adjustment retroactive to the beginning of the contract.

2. It is mutually agreed that the Employee's job performance shall be evaluated yearly by the Superintendent or his/her designee in accordance with the adopted District administrative evaluation policy, with the results of said evaluation to be made known to the Employee. The Employee will be subject to discharge for sufficient cause as provided by law.

3. The District shall pay the Employee's dues in the Washington Association of School Administrators.

4. In addition to annual salary, the Employee shall receive the following in consideration for the faithful performance of his/her duties:

 a. Twelve (12) days annual leave with compensation for illness, injury and emergencies, with unused leave to accumulate from year to year in accordance with law and District policy;

 b. Holidays recognized by the District;

 c. The contribution to the Everett School Employees Benefit Trust and the Health Benefits provided or offered through the Trust (medical, dental, LTD, life, voluntary short-term salary insurance) on behalf of the Employee shall be no less than that provided non-supervisory certificated staff.

d. Twenty-five (25) vacation days per year. Up to twenty (20) unused vacation days can be accumulated annually to a maximum of fifty (50) days. Such accumulated vacation may be taken in a subsequent year, provided that no more than six (6) weeks of continuous vacation may be permitted regardless of accumulations. Unused vacation shall be compensable upon termination of employment to a maximum of thirty (30) days. Up to nine (9) days of unused vacation as of June 30 of any calendar year shall be compensable on the July pay warrant. The total number of vacation days for which compensation is received shall not exceed thirty (30) days during any two (2) year period.

e. Twelve (12) supplemental days per year paid at the employee's per diem rate of pay prorated on a monthly basis.

f. Leave entitlements will be no less than those provided other administrative personnel.

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 the following specific provision: a valid State of Washington administrator's certificate for the entire period of the contract shall be registered in the District's administrative office.

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

IN WITNESS WHEREOF, we have hereunto subscribed our names.

Signed: _____
Employee Dated

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 ADMINISTRATIVE EMPLOYEE CONTRACT

Employee:

Date:

Position:

Salary: \$

Step:

FTE:

Commencing: July 1, 2001

Ending: June 30, 2002

Days: 222

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 perform faithfully the duties of the above position and such other duties as assigned by the Superintendent in and for the public schools in the District as prescribed by the laws of the State of Washington and by the rules and regulations made thereunder by the Board and under the direction of the Superintendent of Schools:

WITNESSETH:

1. The above annual salary shall be prorated on a monthly basis and is subject to remain in accordance with Board adopted salary provisions. When the Board of Directors adopt the final salary schedule for 2001-2002, the annual salary provided above will be adjusted consistent with the final adopted salary schedule. Any such revision will be effectuated by a salary adjustment retroactive to the beginning of the contract.

2. It is mutually agreed that the Employee's job performance shall be evaluated yearly by the Superintendent or his/her designee in accordance with the adopted District administrative evaluation policy, with the results of said evaluation to be made known to the employee. The employee will be subject to discharge for sufficient cause as provided by law.

3. The District shall pay the Employee's dues in either the Washington Association of School Administrators or the Association of Washington School Principals.

4. In addition to annual salary, the Employee shall receive the following in consideration for the faithful performance of his/her duties:

a. Twelve (12) days annual leave with compensation for illness, injury and emergencies, with unused leave to accumulate from year to year in accordance with law and District policy;

b. Holidays recognized by the District;

c. The contribution to the Everett School Employees Benefit Trust and the Health Benefits provided or offered through the Trust (medical, dental, LTD, life, voluntary short-term salary insurance) on behalf of the Employee shall be no less than that provided non-supervisory certificated staff.

d. Twenty-five (25) vacation days per year. Up to twenty (20) unused vacation days can be accumulated annually to a maximum of forty (40) days. Such accumulated vacation may be taken in a subsequent year, provided that no more than six (6) weeks of continuous vacation may be permitted regardless of accumulations. Unused vacation shall be compensable upon termination of employment to a maximum of thirty (30) days. Up to nine (9) days of unused vacation as of June 30 of any calendar year shall be compensable on the July pay warrant. The total number of vacation days for which compensation is received shall not exceed thirty (30) days during any two (2) year period.

e. Leave entitlements will be no less than those provided other administrative personnel.

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 the following specific provision: a valid State of Washington administrator's certificate for the entire period of the contract shall be registered in the District's administrative office.

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

IN WITNESS WHEREOF, we have hereunto subscribed our names.

Signed: _____	_____	Signed: _____
Employee	Dated	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 ADMINISTRATIVE EMPLOYEE CONTRACT

Employee:

Date:

Position:

Salary: \$

Step:

FTE:

Commencing: July 1, 2001

Ending: June 30, 2002

Days: 218

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 perform faithfully the duties of the above position and such other duties as assigned by the Superintendent in and for the public schools in the District as prescribed by the laws of the State of Washington and by the rules and regulations made thereunder by the Board and under the direction of the Superintendent of Schools:

WITNESSETH:

1. The above annual salary shall be prorated on a monthly basis and is subject to remain in accordance with Board adopted salary provisions. When the Board of Directors adopt the final salary schedule for 2001-2002, the annual salary provided above will be adjusted consistent with the final adopted salary schedule. Any such revision will be effectuated by a salary adjustment retroactive to the beginning of the contract.

2. It is mutually agreed that the Employee's job performance shall be evaluated yearly by the Superintendent or his/her designee in accordance with the adopted District administrative evaluation policy, with the results of said evaluation to be made known to the employee. The employee will be subject to discharge for sufficient cause as provided by law.

3. The District shall pay the Employee's dues in either the Washington Association of School Administrators or the Association of Washington School Principals.

4. In addition to annual salary, the Employee shall receive the following in consideration for the faithful performance of his/her duties:

a. Twelve (12) days annual leave with compensation for illness, injury and emergencies, with unused leave to accumulate from year to year in accordance with law and District policy;

b. Holidays recognized by the District;

c. The contribution to the Everett School Employees Benefit Trust and the Health Benefits provided or offered through the Trust (medical, dental, LTD, life, voluntary short-term salary insurance) on behalf of the Employee shall be no less than that provided non-supervisory certificated staff.

d. Twenty-five (25) vacation days per year. Up to twenty (20) unused vacation days can be accumulated annually to a maximum of forty (40) days. Such accumulated vacation may be taken in a subsequent year, provided that no more than six (6) weeks of continuous vacation may be permitted regardless of accumulations. Unused vacation shall be compensable upon termination of employment to a maximum of thirty (30) days. Up to nine (9) days of unused vacation as of June 30 of any calendar year shall be compensable on the July pay warrant. The total number of vacation days for which compensation is received shall not exceed thirty (30) days during any two (2) year period.

e. Leave entitlements will be no less than those provided other administrative personnel.

f. Four (4) non-contract days shall be provided. Scheduling of these days shall be mutually determined by the employee and his/her supervisor.

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 the following specific provision: a valid State of Washington administrator's certificate for the entire period of the contract shall be registered in the District's administrative office.

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

IN WITNESS WHEREOF, we have hereunto subscribed our names.

Signed: _____
Employee

Dated

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
CLASSIFIED ADMINISTRATIVE EMPLOYEE CONTRACT

Employee:

Date:

Position:

Salary: \$

Step:

FTE:

Commencing: July 1, 2001

Ending: June 30, 2002

Days: 222

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 perform faithfully the duties of the above position and such other duties as assigned by the Superintendent in and for the public schools in the District as prescribed by the laws of the State of Washington and by the rules and regulations made thereunder by the Board and under the direction of the Superintendent of Schools:

WITNESSETH:

1. The above annual salary shall be prorated on a monthly basis and is subject to remain in accordance with Board adopted salary provisions. When the Board of Directors adopt the final salary schedule for 2001-2002, the annual salary provided above will be adjusted consistent with the final adopted salary schedule. Any such revision will be effectuated by a salary adjustment retroactive to the beginning of the contract.

2. It is mutually agreed that the Employee's job performance shall be evaluated yearly by the Superintendent or his/her designee in accordance with the adopted District administrative evaluation policy, with the results of said evaluation to be made known to the employee. The employee will be subject to discharge for sufficient cause as provided by law.

3. The District shall pay the Employee's dues in either the Washington Association of School Administrators or the Washington Association of School Business Officials.

4. In addition to annual salary, the Employee shall receive the following in consideration for the faithful performance of his/her duties:

a. Twelve (12) days annual leave with compensation for illness, injury and emergencies, with unused leave to accumulate from year to year in accordance with law and District policy;

b. Holidays recognized by the District;

c. The contribution to the Everett School Employees Benefit Trust and the Health Benefits provided or offered through the Trust (medical, dental, LTD, life, voluntary short-term salary insurance) on behalf of the Employee shall be no less than that provided non-supervisory certificated staff.

d. Twenty-five (25) vacation days per year. Up to twenty (20) unused vacation days can be accumulated annually to a maximum of forty (40) days. Such accumulated vacation may be taken in a subsequent year, provided that no more than six (6) weeks of continuous vacation may be permitted regardless of accumulations. Unused vacation shall be compensable upon termination of employment to a maximum of thirty (30) days. Up to nine (9) days of unused vacation as of June 30 of any calendar year shall be compensable on the July pay warrant. The total number of vacation days for which compensation is received shall not exceed thirty (30) days during any two (2) year period.

e. Leave entitlements will be no less than those provided other administrative personnel.

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.

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

IN WITNESS WHEREOF, we have hereunto subscribed our names.

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

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

**INTERIM ADMINISTRATORS SALARY PLACEMENT
2001-2002**

<u>NAME</u>	<u>TITLE</u>	<u>STEP</u>
Riddle, Jeffrey S.	Deputy Superintendent	C
Brandsma, Karst	Associate Superintendent of Instruction	C
Evans, Carolyn	Assistant Superintendent	B
McGean, John Hugh	Assistant Superintendent	A
Dedrick, Suzanne	Executive Director	A
Edwards, Terry	Executive Director	C
Hodgson, Shirley L.	Executive Director	C
Campbell, Gaynelle K.	Director I	C
Gunn, Mike Thomas	Director I	C
Jefferis, Gary L.	Director I	B
Moore, Jeffrey D.	Director I	A
Moriarty, Patricia Ann	Director I	B
Power, Michael A.	Director I	C
Schaefer, Gretchen	Director I	B
Toyn, Kenneth D.	Director I	B
Galli, Laurence	Director II	A
Gutierrez, Kathleen	Director II	A
Katz, Stephen Bruce	Director II	C
Smithson, Bob	Director II	C
Williams, Richard E.	Director II	C
Belshee, Barbara J.	Manager	C
McCann, Suzanne R.	Manager	C
Rogers, Beverly Ann	Manager	C
Webber, Debbie L.	Manager	C
Zeutenhorst, Gina L.	Manager	B
Ballbach, Rebecca	Specialist	A
Comeau, Juanita L.	Specialist	C
Grahn-Morgan, Ann	Specialist	B
Jenkins, Scott M.	Manager	C
Lancaster, Sally A.	Specialist	C
Pritchard, Kayleen S.	Specialist	C
Dahlem, Frederic H.	H.S. Principal	C
Green, John T.	H.S. Principal	C
Sullivan, Patric Leo	H.S. Principal	A
Fabian, Joanne	Alternative School Principal	C

INTERIM ADMINISTRATORS SALARY PLACEMENT (CONT.),

2001-2002

May 8, 2001

<u>NAME</u>	<u>TITLE</u>	<u>STEP</u>
Butler, Linda A.	M.S. Principal	C
Dean, James Edward	M.S. Principal	C
Jones, David W.	M.S. Principal	C
Libkin, Dale	M.S. Principal	A
McNally, James P.	M.S. Principal	C
Axman, Marie L.	Elementary Principal	C
Bellamy, Ronald W.	Elementary Principal	C
Blum-Anderson, Judy A.	Elementary Principal	C
Cobbs, Betty J.	Elementary Principal	C
Fitch, Brian Keith	Elementary Principal	C
Foley, Wayne Edward	Elementary Principal	C
Fulton, Martha Ruth	Elementary Principal	C
Gauksheim, Patricia Y.	Elementary Principal	C
Gelderman, Gregory James	Elementary Principal	C
Holzman, Gerard	Elementary Principal	A
Koester, Karen Edith	Elementary Principal	C
Miller, Karen	Elementary Principal	A
Minehan-Stewart, Joyce Ann	Elementary Principal	A
Reedy, Karen A.	Elementary Principal	C
Riley, Deborah R.	Elementary Principal	C
Johnson, Gregory	Asst. H.S. Principal	A
Lombardi, John	Asst. H.S. Principal	C
Newton, Dawn	Asst. H.S. Principal	A
Pearson, Judith B.	Asst. H.S. Principal	A
Smoke, Jane C.	Asst. H.S. Principal	C
Stearns, Steven L.	Asst. H.S. Principal	C
Bell, Susan H.	Asst. M.S. Principal	A
Toland, Mark D.	Asst. M.S. Principal	C
White, Clinton A.	Asst. M.S. Principal	C
Wilson, Don	Asst. M.S. Principal	B
Durkin, Kimberly A.	E.S. Asst. Principal	C
Fuglevand, Brenda	E.S. Asst. Principal	A
Hagevik-Seaberg, Randi	E.S. Asst. Principal	A
Jones, Cynthia T.	E.S. Asst. Principal	C
Read, Warren R.	E.S. Asst. Principal	B
Reynolds, Lynn Marie	E.S. Asst. Principal	B

INTERIM

EVERETT PUBLIC SCHOOLS

ADMINISTRATIVE SALARY SCHEDULE 1 2001 - 2002

STEP	A	B	C
DEPUTY SUPERINTENDENT	102,484	104,532	106,623
ASSOCIATE SUPERINTENDENT OF INSTRUCTION	99,154	101,445	103,791
ASSISTANT SUPERINTENDENT	95,826	98,357	100,960

\$2,659 for Doctoral Degree
\$2,127 for MBA/CPA/ARR

Effective July 1, 2001

Note: This salary schedule will be increased by the amount provided to other administrators for the 2001 - 2002 contract year. If action by the Board of Directors occurs after July 1, 2001 then any such increase will be retroactive to July 1, 2001.

Board Action - May 8, 2001

INTERIM

EVERETT PUBLIC SCHOOLS

ADMINISTRATIVE SALARY SCHEDULE 2 2001 - 2002

STEP	A	B	C
EXECUTIVE DIRECTOR	92,496	95,270	98,128
DIRECTOR I	84,645	87,182	89,801
DIRECTOR II	75,944	78,220	80,562
MANAGER SPECIALIST	67,236	69,257	71,338

\$2,659 for Doctoral Degree
\$2,127 for MBA/CPA/ARR

Effective July 1, 2001

***Note:** This salary schedule will be increased following the conclusion of (meet and confer) discussions with representatives of EASA. If action of the Board of Directors occurs after July 1, 2001 then any such increase will be retroactive to July 1, 2001.*

Board Action - May 8, 2001

INTERIM

EVERETT PUBLIC SCHOOLS

SCHOOL ADMINISTRATIVE SALARY SCHEDULE 2001 - 2002

STEP	A	B	C
HIGH SCHOOL PRINCIPAL	84,645	87,182	89,801
MIDDLE SCHOOL PRINCIPAL ALTERNATIVE SCHOOL PRINCIPAL	77,524	79,850	82,248
ELEMENTARY SCHOOL PRINCIPAL	75,944	78,220	80,562
HIGH SCHOOL ASSISTANT PRINCIPAL	73,569	75,780	78,049
MIDDLE SCHOOL ASSISTANT PRINCIPAL ALTERNATIVE SCHOOL ASSISTANT PRINCIPAL	71,202	73,340	75,536
ELEMENTARY SCHOOL ASSISTANT PRINCIPAL	67,236	69,257	71,338

\$2,659 for Doctoral Degree
\$2,127 for MBA/CPA/ARR

Effective July 1, 2001

***Note:** This salary schedule will be increased following the conclusion of (meet and confer) discussions with representatives of EASA. If action of the Board of Directors occurs after July 1, 2001 then any such increase will be retroactive to July 1, 2001.*

Board Action - May 8, 2001