

## RESOLUTION NO. 645

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

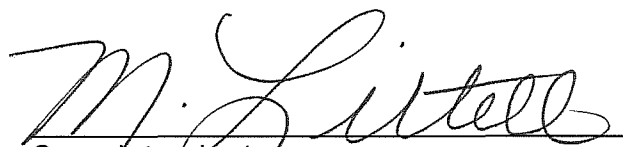
WHEREAS, the Board of Directors of Everett School District No. 2 has a statutory obligation to employ regular certificated personnel by written contract, and

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:

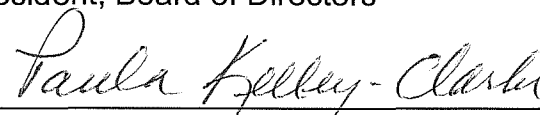
1. Individual employment contracts shall be issued forthwith to all administrators entitled to an offer of employment for the 1998-99 school year (see list attached hereto):
2. The Board hereby adopts the attached administrators salary schedule on an interim basis for application for the 1998-99 school year;
3. The Superintendent is hereby directed to cause to be delivered forthwith to all administrators to be offered employment for the 1998-99 school year a completed contract in the form attached hereto and consistent with the attached 1998-99 interim salary schedule as it applies to each contract recipient.

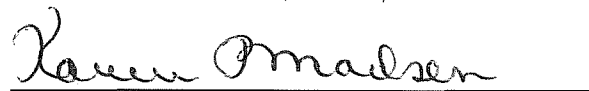
ADOPTED BY THE Board of Directors at a regular meeting thereof held April 27, 1998.

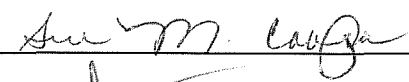

  
Superintendent

EVERETT SCHOOL DISTRICT NO. 2

  
President, Board of Directors





## **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 27th day of April, 1998, has and does hereby employ Mr. Riddle as Deputy Superintendent. Said employment is for a period of one (1) year commencing July 1, 1998 and ending June 30, 1999.

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 of \$95,941 (Step D of Administrative Salary Schedule), Mr. Riddle agrees to perform faithfully the duties of the Deputy Superintendent. This annual salary may be increased by a percentage comparable to the additional compensation provided to non-supervisory certificated employees for 1998-99. Any such revision will be effectuated by a salary adjustment retroactive to the beginning of this contract.
  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 \$450.00 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. 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 twenty-five (25) 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 twenty-five (25) days during any two (2) year period.
    - f. 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 \_\_\_\_\_, 1998.

\_\_\_\_\_  
Deputy Superintendent

\_\_\_\_\_  
Board President

\_\_\_\_\_  
Board Vice President

\_\_\_\_\_  
Member

\_\_\_\_\_  
Member

\_\_\_\_\_  
Member

\_\_\_\_\_  
Board Secretary

Approved and Registered  
Monte Littell, Ed.D  
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 Peggy Churn (the "Associate Superintendent of Instruction") that the Board, in accordance with its action at its regular meeting on the 27th day of April, 1998, has and does hereby employ Ms. Churn as Associate Superintendent of Instruction. Said employment is for a period of one (1) year commencing July 1, 1998 and ending June 30, 1999.

The parties agree that Ms. Churn 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 of \$93,107 (Step D of Administrative Salary Schedule), Ms. Churn agrees to perform faithfully the duties of the Associate Superintendent of Instruction. This annual salary may be increased by a percentage comparable to the additional compensation provided to non-supervisory certificated employees for 1998-99. Any such revision will be effectuated by a salary adjustment retroactive to the beginning of this contract.
  2. It is mutually agreed that Ms. Churn'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 Ms. Churn. Ms. Churn will be subject to discharge for sufficient cause as provided by law.
  3. Ms. Churn 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. Ms. Churn 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 Ms. Churn's dues in the Washington Association of School Administrators, the American Association of School Administrators and the Association for Supervision and Curriculum Development.
-

5. In addition to annual salary, Ms. Churn 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, Ms. Churn shall receive \$450.00 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.) Ms. Churn 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. 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 twenty-five (25) 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 twenty-five (25) days during any two (2) year period.
  - f. It is further understood that leave entitlements will be no less than those provided other administrators.
-

By signing the foregoing contract, Ms. Churn and the Board agree to its terms.

ACCEPTED this \_\_\_\_\_ day of \_\_\_\_\_, 1998.

\_\_\_\_\_  
Associate Superintendent of Instruction

\_\_\_\_\_  
Board President

\_\_\_\_\_  
Board Vice President

\_\_\_\_\_  
Member

\_\_\_\_\_  
Member

\_\_\_\_\_  
Member

\_\_\_\_\_  
Board Secretary

Approved and Registered  
Monte Littell, Ed.D  
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, 1998 Ending: June 30, 1999 Days: 224

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. This annual salary may be increased by a percentage comparable to the additional compensation provided to non-supervisory certificated employees for 1998-99. Any such revision will be effectuated by a salary adjustment retroactive to the beginning of this 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 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 twenty-five (25) 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 twenty-five (25) days during any two (2) year period.

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

f. In lieu of other expense reimbursement for in-District travel, the Employee shall receive \$450.00 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: _____	Signed: _____
Employee	Monte Littell, Ed.D.
Dated _____	Secretary, Board of Directors

By: _____	Dated: _____
Registrar	

The original and one copy of this contract should be signed and returned. Upon approval one copy will be returned to the Employee.

1. The above annual salary shall be prorated on a monthly basis and is subject to remain in accordance with Board adopted salary provisions. This annual salary may be increased by a percentage comparable to the additional compensation provided to non-supervisory certificated employees for 1998-99. Any such revision will be effectuated by a salary adjustment retroactive to the beginning of this 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 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 twenty-five (25) 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 twenty-five (25) 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	Monte Littell, Ed.D. Secretary, Board of Directors
By: _____	_____	Dated: _____
Registrar	Dated	

The original and one copy of this contract should be signed and returned. Upon approval one copy will be returned to the Employee.

---

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

Employee:

Date:

Position:

Salary: \$

Step:

FTE:

Commencing: July 1, 1998

Ending: June 30, 1999

Days: 224

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. This annual salary may be increased by a percentage comparable to the additional compensation provided to non-supervisory certificated employees for 1998-99. Any such revision will be effectuated by a salary adjustment retroactive to the beginning of this 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 twenty-five (25) 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 twenty-five (25) 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	Monte Littell, Ed.D. Secretary, Board of Directors
By: _____	_____	Dated: _____
Registrar	Dated	

The original and one copy of this contract should be signed and returned. Upon approval one copy will be returned to the Employee.

---

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

Employee:

Date:

Position:

Salary: \$

Step:

FTE:

Commencing: July 1, 1998

Ending: June 30, 1999

Days: 220

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. This annual salary may be increased by a percentage comparable to the additional compensation provided to non-supervisory certificated employees for 1998-99. Any such revision will be effectuated by a salary adjustment retroactive to the beginning of this 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 twenty-five (25) days. Unused vacation shall be compensable upon termination of employment to a maximum of twenty-five (25) 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 twenty-five (25) 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: \_\_\_\_\_  
Monte Littell, Ed.D.  
Secretary, Board of Directors

By: \_\_\_\_\_  
Registrar Dated \_\_\_\_\_

Dated: \_\_\_\_\_

The original and one copy of this contract should be signed and returned. Upon approval one copy will be returned to the Employee.

**EVERETT SCHOOL DISTRICT NO. 2**  
**CLASSIFIED ADMINISTRATIVE EMPLOYEE CONTRACT**

Employee:

Date:

Position:

Salary: \$

Step:

FTE:

Commencing: July 1, 1998

Ending: June 30, 1999

Days: 224

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. This annual salary may be increased by a percentage comparable to the additional compensation provided to non-supervisory certificated employees for 1998-99. Any such revision will be effectuated by a salary adjustment retroactive to the beginning of this 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 twenty-five (25) days. Unused vacation shall be compensable upon termination of employment to a maximum of twenty-five (25) 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 twenty-five (25) 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	Monte Littell, Ed.D. Secretary, Board of Directors
By: _____	_____	Dated: _____
Registrar	Dated	

The original and one copy of this contract should be signed and returned. Upon approval one copy will be returned to the Employee.

**ADMINISTRATORS SALARY PLACEMENT  
INTERIM -- 1998-99**

<u>NAME</u>	<u>TITLE</u>	<u>STEP</u>
Riddle, Jeff	Deputy Superintendent	D
Churn, Peggy	Associate Superintendent of Instruction	D
Axtell, Gary	Assistant Superintendent	D
Cushing, Kay	Executive Director	B
Hodgson, Shirley	Executive Director	B
Campbell, Gay	Director	B
Firn, Greg	Director	E
Gunn, Michael	Director	E
Holladay, Royce	Director	E*
Viger, Byron	Director	E
Hume, Graham	H.S. Principal	D
McGean, John	Alternative School Principal	E
VanWinkle, Lee	H.S. Principal	E
Bowers, Carole	M.S. Principal	E
Butler, Linda	M.S. Principal	E
Dean, James	M.S. Principal	E
Evans, Lynn	M.S. Principal	E
Schaefer, Gretchen	M.S. Principal	E
Adams, Martha	Elementary Principal	E
Bellamy, Ronald	Elementary Principal	E
Benzel, Cindy	Elementary Principal	E
Cobbs, Betty	Elementary Principal	E
Dedrick, Sue	Elementary Principal	E
Fisher, Linda	Elementary Principal	E
Fulton, Martha	Elementary Principal	D
Gardiner, Sheila	Elementary Principal	E
Koester, Karen	Elementary Principal	E
Martinis, Anne	Elementary Principal	E
McNally, Jim	Elementary Principal	E
Mustell, Michele	Elementary Principal	E
Riley, Debbie	Elementary Principal	E
Walthall, Shirley	Elementary Principal	E
Hillary, Debra	Coordinator	E
Jefferis, Gary	Coordinator	E
Katz, Steve	Coordinator	E
Louviere, Ron	Coordinator	E
Moore, Jeffrey	Coordinator	D
Moriarty, Pat	Coordinator	B
Patten, Chuck	Coordinator	E**
Timm, Anne	Coordinator	E

# ADMINISTRATORS SALARY PLACEMENT (CONT.)

INTERIM -- 1998-99

April 27, 1998

<u>NAME</u>	<u>TITLE</u>	<u>STEP</u>
Bennett, Geoffrey	Asst. H.S. Principal	C
Ennis, Terry	Asst. H.S. Principal	E
Fraker, Deanna	Asst. H.S. Principal	E
Green, John	Asst. H.S. Principal	E
Lombardi, John	Asst. H.S. Principal	E
Reedy, Karen	Alternative School Asst. Principal	C
Shoup, John	Asst. H.S. Principal	D
Smoke, Jane	Asst. H.S. Principal	E
Stearns, Steve	Asst. H.S. Principal	D
Sullivan, Pat	Asst. H.S. Principal	E
Bond, Mark	Asst. M.S. Principal	E
Caley, Ron	Asst. M.S. Principal	E
Toland, Mark	Asst. M.S. Principal	B
White, Clint	Asst. M.S. Principal	B
Durkin, Kimberly	E.S. Asst. Principal	C
Beyer, Nancy	E.S. Asst. Principal	E
Jones, Cynthia	E.S. Asst. Principal	D
Kesler, Kelli	E.S. Asst. Principal	C
Miller, Karen	E.S. Asst. Principal	B
Snow, Denise	E.S. Asst. Principal	D
Bessemer, Ron	Supervisor	E***
Galli, Laurence	Supervisor	E
Jakutis, Kay	Supervisor	E
Jenkins, Scott	Supervisor	C
Lattyak, Jim	Supervisor	E
Power, Michael	Supervisor	E
Rhoads, Judith	Supervisor	E
Voorhees, Sydney	Supervisor	E
Beyer, Nancy	Curriculum Specialist	E
Chamberlin, Ruth	Curriculum Specialist	B
Cheap, Elliott	Curriculum Specialist	E
Cohee, Joan	Curriculum Specialist	B
Comeau, Juanita	Curriculum Specialist	C
Grahn-Morgan, Ann	Curriculum Specialist	A
Gutierrez, Kathleen	Curriculum Specialist	E
Lancaster, Sally	Curriculum Specialist	B
Pritchard, Kayleen	Curriculum Specialist	B
Thorleifson, George (Chris), Jr.	Curriculum Specialist	E

\*At Executive Director Level

\*\*At Director Level

\*\*\*At Coordinator Level

**EVERETT SCHOOL DISTRICT NO. 2**  
**ADMINISTRATIVE SALARY SCHEDULE**  
**INTERIM 1998 - 1999**  
(Effective July 1, 1998)

POSITION	DAYS	A	B	C	D	E
DEPUTY SUPERINTENDENT	224	90408	92216	94061	95941	97860
ASSOCIATE SUPERINTENDENT OF INSTRUCTION	224	86945	88951	91005	93107	95261
ASSISTANT SUPERINTENDENT	224	83483	85686	87950	90274	92662
EXECUTIVE DIRECTOR	224	80020	82421	84894	87440	90063
DIRECTOR HIGH SCHOOL PRINCIPAL	224	73231	75425	77688	80018	82421
MIDDLE SCHOOL PRINCIPAL ALTERNATIVE SCHOOL PRINCIPAL	224	67069	69081	71153	73287	75488
ELEMENTARY SCHOOL PRINCIPAL	224	64326	66259	68247	70296	72408
COORDINATOR	224	65698	67670	69702	71792	73942
HIGH SCHOOL ASSISTANT PRINCIPAL	220	63650	65560	67523	69552	71635
MIDDLE SCHOOL ASSISTANT PRINCIPAL ALTERNATIVE SCHOOL ASSISTANT PRINCIPAL	220	61599	63447	65351	67313	69328
ELEMENTARY SCHOOL ASSISTANT PRINCIPAL SUPERVISOR CURRICULUM SPECIALIST	220	58172	59913	61711	63566	65475

Note: The salary schedule may be increased by a percentage comparable to the additional compensation provided to non-supervisory certificated employees for 1998-99. Any such revision(s) will be effectuated by a salary adjustment retroactive to July 1, 1998.

*Interim - April 27, 1998*