### **RESOLUTION NO. 646**

### Certificated - Non-Supervisory 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, salary schedules and other applicable terms of employment for the 1998-99 school year have not been adopted;

### NOW, THEREFORE, BE IT RESOLVED as follows:

- 1. Individual employment contracts shall be issued forthwith, but not prior to May 15, 1998, to all non-supervisory certificated employees entitled to an offer of employment for the 1998-99 school year;
- 2. The Board hereby adopts the attached 1997-98 non-supervisory certificated employees salary schedules on an interim basis for application to the 1998-99 school year exactly as said schedules were applied in 1997-98 that is, without additional salary, experience or educational credits, and;
- 3. The Superintendent is hereby directed to cause to be delivered forthwith to all non-supervisory certificated employees to be offered employment for the 1998-99 school year a completed contract in the form attached hereto and consistent with the attached salary schedules as it applies to each contract recipient.

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

**EVERETT SCHOOL DISTRICT NO. 2** 

Superintendent

President, Board of Directors

Au M. Coope-

Math

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

Employee:		Date:					
Position: Non-Supervisory Ce School Year: 1998-99	rtificated Employee FTE:	Days of Service:					
	Placement: Step	Highest Degree:					
It is hereby agreed by and be hereinafter called the District, and to conditions of employment as prescribe regulations of the District; (b) performent by the policies, rules and regulate school holidays and vacation periods Superintendent of Schools; (e) be p	between Everett School District No. he above-named employee, that s bed by the laws of the State of Was m such duties as are prescribed by tions of the District; (c) provide abo s; (d) be subject to reassignment of aid in accordance with regulations of	2, Snohomish County, Washington, aid employee shall: (a) accept the hington and by the policies, rules and the laws of the State of Washington ve-stated days of service exclusive of duties not involving demotion by the of the District; (f) sign and return this to return this contract within ten (10)					
days of the above date of issuance s	hall constitute a resignation or non-a	acceptance of re-employment.					
It is further agreed that during the employment under this contract, the Employee shall be subject to the statues 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.							
conditions of the Collective Bargainin	ng Agreement between the District a s of this employee contract shall be	ngton State law and the terms and and the Everett Education Association. inconsistent with the provisions of the ning Agreement shall prevail.					
on the basis of subsequent board a	The annual 1998-99 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 nam	es.					
Signed: Employee		onte Littell, Secretary of Directors					
By: 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.

## /ERETT SCHOOL DISTRICT NO. CERTIFICATED EMPLOYEE CONTRACT

#### **RIDER**

As of the date hereof, the District and the Everett Education Association ("Association") are engaged in negotiations for the 1998-99 school year and final certificated employee salary schedules and certain other employment terms for the 1998-99 school year have not yet been adopted.

Thus, it is understood and agreed that the specific terms and provisions of this contract, including salary, length of contract and the starting date of employment are subject to amendment and adjustment to conform to the applicable terms and conditions of any collective bargaining agreement covering 1998-99 hereafter entered into by the District and the Association, including any agreements as to the effective dates of specific terms of the collective bargaining agreement and to conform to any applicable policies hereafter lawfully adopted by the District.

Signed:		Dated:
	Employee	
Signed:		Dated:
	Dr. Monte Littell, Secretary	
	Board of Directors	
Signed:		Dated:
	Registrar	

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

# /ERETT SCHOOL DISTRICT NO. PROVISIONAL CERTIFICATED EMPLOYEE CONTRACT

Employee:				Date:
Position: School Year: Salary: \$	Non-Supervisory Ce 1998-99	ertificated Employee FTE: Placement: Step		Days of Service: Highest Degree:
Washington, employee sha State of Wash duties as are regulations of and vacation Superintender and return this this contract w	hereinafter called the ll: (a) accept the contington and by the poliprescribed by the laws the District; (c) providuality periods; (d) be subject to the Schools; (e) be a contract within ten (1)	ne District, and the conditions of employm icies, rules and regulars of the State of Was le above-stated days of to reassignment of paid in accordance will 0) days of the date of the conditions.	above-named ent as prescril tions of the Di hington and by of service excludations ith regulations fissuance abo	2, Snohomish County, employee, that said bed by the laws of the strict; (b) perform such the policies, rules and usive of school holidays tolving demotion by the of the District; (f) sign ve, and failure to return institute a resignation or
	derstood and agreed rovisions of RCW 28A			a provisional employee
be subject to having a valid	the statues governing	g the public schools professional education	of the State o	act, the Employee shall f Washington including the entire period of the
terms and co Everett Educa shall be incon	nditions of the Collection Association. In the	ctive Bargaining Agre ne event that any of th ions of the Collective	eement betweene provisions of	gton State law and the en the District and the f this employee contract reement, then the terms
the contract o	n the basis of subsequ	uent board action con	sistent with Sta	e to the effective date of ate funding authorization d the Everett Education
The E	mployee and the Boar	d of Directors of the D	istrict agree to	its terms.
IN WI	TNESS WHEREOF, w	e have hereunto subs	cribed our nan	nes.
Signed:Empl	oyee	Dated		Monte Littell, Secretary rd of Directors
Bv:			Dated:	

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

Dated

Registrar

## /ERETT SCHOOL DISTRICT NO. PROVISIONAL CERTIFICATED EMPLOYEE CONTRACT

#### RIDER

As of the date hereof, the District and the Everett Education Association ("Association") are engaged in negotiations for the 1998-99 school year and final certificated employee salary schedules and certain other employment terms for the 1998-99 school year have not yet been adopted.

Thus, it is understood and agreed that the specific terms and provisions of this contract, including salary, length of contract and the starting date of employment are subject to amendment and adjustment to conform to the applicable terms and conditions of any collective bargaining agreement covering 1998-99 hereafter entered into by the District and the Association, including any agreements as to the effective dates of specific terms of the collective bargaining agreement and to conform to any applicable policies hereafter lawfully adopted by the District.

Signed:	Employee	Dated:
	Employee	
Signed:	Dr. Monte Littell, Secretary Board of Directors	Dated:
Signed:	Registrar	Dated:

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

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

Employee: Position:	Non-Supervisory Cer	tificated Employee	Date:
School Year: Salary: \$	1998-99	FTE: Placement: Step	Days of Service: Highest Degree:
Washington, employee sha State of Wash duties as are regulations of and vacation Superintender and return this this contract was shadown as the state of the stat	hereinafter called the call: (a) accept the callington and by the poliprescribed by the laws the District; (c) provide periods; (d) be subject of Schools; (e) be a contract within ten (1)	between Everett School District No. ne District, and the above-named onditions of employment as prescripticies, rules and regulations of the Diss of the State of Washington and by the above-stated days of service excluded to reassignment of duties not invited in accordance with regulations [10] days of the date of issuance about the above date of issuance shall content in the proof of the date of issuance shall content in the proof of the date of issuance shall content in the proof of the date of issuance shall content in the proof of the date of issuance shall content in the proof of the date of issuance shall content in the proof of the date of issuance shall content in the proof of the date of issuance shall content in the proof of t	l employee, that said bed by the laws of the strict; (b) perform such the policies, rules and usive of school holidays volving demotion by the of the District; (f) sign ve, and failure to return
be subject to having a valid	the statues governing	ng the employment under this contr g the public schools of the State o professional education certificate for ministrative office.	f Washington including
terms and co Everett Educa shall be incon	nditions of the Collection Association. In the	ect to and consistent with Washing ctive Bargaining Agreement between ne event that any of the provisions of ions of the Collective Bargaining Agreent shall prevail.	en the District and the f this employee contract
of the contra	act on the basis of	may hereafter be increased retroact subsequent board action consiste tive Bargaining Agreement betwee	ent with State funding
employee who	has been granted a	n is hired under RCW 28A.405.900 leave by the District. This contract i ntract under RCW 28A.405.210.	
The er	mplovee and the Boar	d of Directors of the District agree to	its terms

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

Signed:

Dr. Monte Littell, Secretary

**Board of Directors** 

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

IN WITNESS WHEREOF, we have hereunto subscribed our names.

Dated

Dated

Signed:

By:

**Employee** 

Registrar

## 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 1998-99 school year and final certificated employee salary schedules and certain other employment terms for the 1998-99 school year have not yet been adopted.

Thus, it is understood and agreed that the specific terms and provisions of this contract, including salary, length of contract and the starting date of employment are subject to amendment and adjustment to conform to the applicable terms and conditions of any collective bargaining agreement covering 1998-99 hereafter entered into by the District and the Association, including any agreements as to the effective dates of specific terms of the collective bargaining agreement and to conform to any applicable policies hereafter lawfully adopted by the District.

Signed:	Employee	Dated:
Signed:	Dr. Monte Littell, Secretary Board of Directors	Dated:
Signed:	Registrar	Dated:

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

# EVERETT SCHOOL DISTRICT INTERIM 1998-99 CERTIFICATED SALARY SCHEDULE

STEP	ВА	BA + 15	<b>BA</b> + 30	BA + 45	BA + 60	BA + 75	BA + 90	BA + 105	BA + 120	BA + 135
0	23128	23828	24524	25237	25925	26628	27323	28019	28721	29422
1	24406	25103	25797	26502	27199	27903	28602	29299	30000	30697
2	25685	26381	27078	27778	28478	29174	29880	30580	31277	31977
3		27664	28359	29059	29759	30457	31156	31855	32553	33257
4		28936	29632	30334	31033	31733	32431	33130	33831	34529
5			30912	31615	32314	33010	33713	34415	35116	35811
6				32889	33587	34288	34991	35687	36389	37084
7				34166	34868	35565	36263	36966	37666	38365
8				35450	36144	36844	37541	38241	38945	39645
9					37423	38122	38820	39520	40217	40917
10					38699	39399	40100	40798	41499	42194
11					39974	40675	41377	42072	42774	43474
12						41953	42653	43351	44052	44750
13						43230	43935	44631	45330	46031
14						44618	45320	46017	46719	47419

Master 1850 Doctor 2313

EVERETT SCHOOL DISTRICT
INTERIM 1998-99 GRANDFATHERED CERTIFICATED SALARY SCHEDULE

STEP	ВА	BA + 15	BA + 30	BA + 45	BA + 60	BA + 75	BA + 90	BA + 105	BA + 120	BA + 135
0	23128	23828	24524	25237	25925	26628	27323	28019	28721	29422
1	24406	25103	25797	26502	27199	27903	28602	29299	30000	30697
2	25685	26381	27078	27778	28478	29174	29880	30580	31277	31977
3		27664	28359	29059	29759	30457	31156	31855	32553	33257
4		28936	29632	30334	31033	31733	32431	33130	33831	34529
5		30218	30912	31615	32314	33010	33713	34415	35116	35811
6		31489	32183	32889	33587	34288	34991	35687	36389	37084
7		32767	33467	34166	34868	35565	36263	36966	37666	38365
8		34048	34745	35450	36144	36844	37541	38241	38945	39645
9		35324	36020	36722	37423	38122	38820	39520	40217	40917
10		36599	37300	38005	38699	39399	40100	40798	41499	42194
11		37875	38576	39278	39974	40675	41377	42072	42774	43474
12			39852	40553	41256	41953	42653	43351	44052	44750
13				41832	42531	43230	43935	44631	45330	46031
14						44618	45320	46017	46719	47419

Master 1850 Doctor 2313

Doctor

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# EVERETT SCHOOL DISTRICT INTERIM 1998-99 REGULAR TRI SALARY SCHEDULE

STEP	ВА	BA + 15	BA + 30	BA + 45	BA + 60	BA + 75	BA + 90	BA + 105	BA + 120	BA + 135
0	2101	2166	2229	2295	2357	2419	2483	2546	2612	2674
1	2219	2281	2345	2409	2473	2536	2599	2664	2727	2790
2	2335	2399	2462	2526	2590	2653	2715	2781	2844	2908
3		2515	2577	2643	2706	2769	2834	2895	2960	3023
4		2631	2696	2758	2821	2886	2949	3012	3077	3139
5			2811	2875	2939	3001	3064	3129	3193	3257
6				2990	3054	3118	3182	3243	3308	3371
7				3105	3169	3234	3297	3362	3424	3488
8				3223	3286	3350	3412	3477	3541	3604
9					3402	3465	3530	3593	3657	3719
10					3517	3582	3646	3708	3772	3836
11					3634	3698	3762	3825	3888	3952
12						3813	3877	3941	4006	4067
13						3929	3993	4058	4121	4184
14						4056	4120	4183	4247	4311
15						4056	4120	4183	4247	4311
16						4056	4120	4183	4247	4311
17						4056	4120	4183	4247	4311
18						4056	4120	4183	4247	4311
19						4056	4120	4183	4247	4311
20						4056	4120	4183	4247	4311
21						4056	4120	4183	4247	4311
22						4056	4120	4183	4247	4311
23						4056	4120	4183	4247	4311
24						4365	4429	4492	4556	4620
									Master	168

# EVERETT SCHOOL DISTRICT INTERIM 1998-99 GRANDFATHERED TRI SALARY SCHEDULE

STEP	ВА	BA + 15	BA + 30	BA + 45	BA + 60	BA + 75	BA + 90	BA + 105	BA + 120	BA + 135
0	2101	2166	2229	2295	2357	2419	2483	2546	2612	2674
1	2219	2281	2345	2409	2473	2536	2599	2664	2727	2790
2	2335	2399	2462	2526	2590	2653	2715	2781	2844	2908
3		2515	2577	2643	2706	2769	2834	2895	2960	3023
4		2631	2696	2758	2821	2886	2949	3012	3077	3139
5		2748	2811	2875	2939	3001	3064	3129	3193	3257
6		2862	2924	2990	3054	3118	3182	3243	3308	3371
7		2978	3042	3105	3169	3234	3297	3362	3424	3488
8		3094	3157	3223	3286	3350	3412	3477	3541	3604
9		3211	3273	3339	3402	3465	3530	3593	3657	3719
10		3326	3390	3455	3517	3582	3646	3708	3772	3836
11		3442	3505	3570	3634	3698	3762	3825	3888	3952
12			3621	3687	3750	3813	3877	3941	4006	4067
13				3803	3867	3929	3993	4058	4121	4184
14						4056	4120	4183	4247	4311
15						4056	4120	4183	4247	4311
16						4056	4120	4183	4247	4311
17						4056	4120	4183	4247	4311
18						4056	4120	4183	4247	4311
19						4056	4120	4183	4247	4311
20						4056	4120	4183	4247	4311
21						4056	4120	4183	4247	4311
22						4056	4120	4183	4247	4311
23						4056	4120	4183	4247	4311
24						4365	4429	4492	4556	4620

Master 168 Doctor 210