

## 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

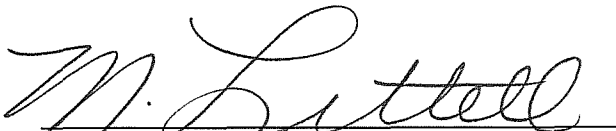
WHEREAS, as of this date, salary schedules and other applicable terms of employment for the 1998-99 school year have not been adopted;

NOW, THEREFORE, BE IT RESOLVED as follows:

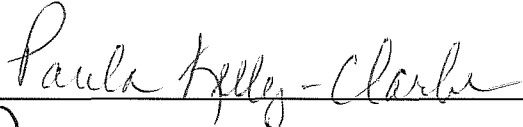
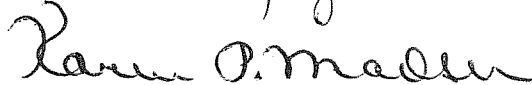
1. Individual employment contracts shall be issued forthwith, but not prior to May 15, 1998, to all non-supervisory certificated employees entitled to an offer of employment for the 1998-99 school year;
2. The Board hereby adopts the attached 1997-98 non-supervisory certificated employees salary schedules 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.

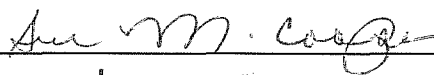
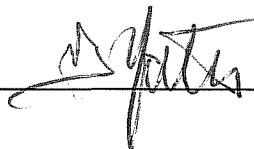
ADOPTED BY THE Board of Directors at a regular meeting thereof held April 27, 1998.

EVERETT SCHOOL DISTRICT NO. 2

  
\_\_\_\_\_  
Superintendent

  
\_\_\_\_\_  
President, Board of Directors

  
\_\_\_\_\_  
  
\_\_\_\_\_

  
\_\_\_\_\_  
  
\_\_\_\_\_

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

Employee:  
Position: Non-Supervisory Certificated Employee  
School Year: 1998-99 FTE:  
Salary: \$ Placement: Step

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 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 names.

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

Signed: \_\_\_\_\_  
Dr. Monte Littell, 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.  
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: \_\_\_\_\_

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**  
**PROVISIONAL CERTIFICATED EMPLOYEE CONTRACT**

Employee:  
Position: Non-Supervisory Certificated Employee  
School Year: 1998-99 FTE:  
Salary: \$ Placement: Step

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 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 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 names.

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

Signed: \_\_\_\_\_  
Dr. Monte Littell, 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.

/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: \_\_\_\_\_

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.

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

Employee:  
Position: Non-Supervisory Certificated Employee  
School Year: 1998-99 FTE:  
Salary: \$ Placement: Step

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 1998-99 salary may hereafter be increased 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: \_\_\_\_\_  
Employee Dated

Signed: \_\_\_\_\_  
Dr. Monte Littell, 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**  
**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.

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<p align="center"><b>EVERETT SCHOOL DISTRICT</b>  <b>INTERIM 1998-99 CERTIFICATED SALARY SCHEDULE</b></p>
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STEP	BA	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			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



<p align="center"><b>EVERETT SCHOOL DISTRICT</b></p> <p align="center"><b>INTERIM 1998-99 GRANDFATHERED CERTIFICATED SALARY SCHEDULE</b></p>
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STEP	BA	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

<p align="center"><b>EVERETT SCHOOL DISTRICT</b></p> <p align="center"><b>INTERIM 1998-99 REGULAR TRI SALARY SCHEDULE</b></p>
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STEP	BA	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
Doctor	210

<p align="center"><b>EVERETT SCHOOL DISTRICT</b></p> <p align="center"><b>INTERIM 1998-99 GRANDFATHERED TRI SALARY SCHEDULE</b></p>
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STEP	BA	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