

RESOLUTION NO. 475

Individual Employment Contracts  
for  
Directors, Principals, Coordinators,  
Supervisors, and Administrative Assistant

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;

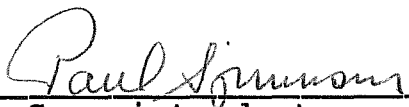
NOW, THEREFORE, BE IT RESOLVED as follows:

1. Individual employment contracts shall be issued forthwith to all administrators entitled to an offer of employment for the 1992-93 school year (see list attached hereto):

2. The Board hereby adopts the attached administrators salary schedule on an interim basis for application to 1992-93;

3. The Superintendent is hereby directed to cause to be delivered forthwith to all administrators to be offered employment for the 1992-93 school year a completed contract in the form attached hereto and consistent with the attached salary schedule as it applies to each contract recipient.

ADOPTED BY THE Board of Directors at a regular meeting thereof held May 18, 1992.

  
\_\_\_\_\_  
Superintendent

EVERETT SCHOOL DISTRICT NO. 2

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

  
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## ADMINISTRATORS - 1992-1993

Administrative Assistant	Don Barbacovi
Director of Athletics	Chuck Patten
Director of Facilities & Planning	Jim Langus
Director of Finance	Byron Viger
Director of Instruction	Evelyn Freeman
Director of Personnel/Staff Relations	Jack Dale
Principal, Cascade High	Gary Axtell
Principal, Everett High	Lee Van Winkle
Principal, Alternative Ed.-Phoenix	Roy Morris
Principal, Eisenhower Middle	Judy Heidman
Principal, Evergreen Middle	Carole Bowers
Principal, Heatherwood Middle	Bill Palmer
Principal, North Middle	Chuck Lisk
Principal, Planning	Tom Romerdahl
Principal, Cedarwood Elementary	Jim McNally
Principal, Emerson Elementary	Gaylord Schank
Principal, Garfield Elementary	Betty Cobbs
Principal, Hawthorne Elementary	Wally Hall
Principal, Jackson Elementary	Linda Fisher
Principal, Jefferson Elementary	Jim Lattyak
Principal, Lowell Elementary	Joy Lansdowne
Principal, Madison Elementary	Dana Gilroy
Principal, Mill Creek Elementary	Lynnette Liffbrig
Principal, Monroe Elementary	Sue Dedrick
Principal, Silver Firs Elementary	Anne Martinis
Principal, Silver Lake Elementary	Cynthia Benzel
Principal, View Ridge Elementary	Sheila Gardiner
Principal, Whittier Elementary	Nancy Beyer
Principal, Woodside Elementary	Leslie Elsaesser
Assistant Principal, Cascade High	Jim Pringle
Assistant Principal, Cascade High	Jane Smoke
Assistant Principal, Cascade High	Graham Hume
Assistant Principal, Everett High	Deanna Fraker
Assistant Principal, Everett High	Pat Sullivan
Assistant Principal, Alt.Ed-Phoe.Ctr	Elizabeth Lewis
Assistant Principal, Alt.Ed-YRC	Doug Corce
Assistant Principal, Evergreen Middle	Robert Moon
Assistant Principal, Heatherwood Middle	Barbara Marsh
Assistant Principal, North	Gretchen Schaefer
Coordinator Career Ed/Ind & Voc Ed	Ron Louviere
Coordinator of Construction	Michael Gunn
Coordinator for Program Evaluation and Instructional Services	Leann Torgerson
Coordinator of Facilities & Planning	Terry Marsh
Coordinator, Special Services	Evelyn Heimdahl
Coordinator of Technology	Blanche Kosche
Supervisor, Athletics/Traffic Safety	Ron Bessemer
Supervisor, Basic Skills	Anne Timm
Supervisor, EAP	Larry Durocher
Supervisor, Fine Arts	Ken Kraitz
Supervisor, Instructional Materials	Norm Keck
Supervisor, Science/Math/Outdoor Educ.	Larry Torgerson
Supervisor, Special Education	Sydney Voorhees
Supervisor, Special Services	Kay Jakutis
Supervisor, Staff Development	Gail Robbins

EVERETT SCHOOL DISTRICT NO. 2

INTERIM ADMINISTRATIVE 1992-93 SALARY SCHEDULE

POSITION	DAYS	A	B	C	D	E
DIRECTOR	224	67519	69853	71629	73777	75992
H.S. PRINCIPAL	224	67519	69853	71629	73777	75992
M.S. PRINCIPAL	224	61839	63693	65604	67570	69600
ELEM PRINCIPAL	224	59309	61091	62924	64814	66760
COORDINATOR	224	60574	62392	64266	66193	68175
H.S. ASST. PRINCIPAL	220	58685	60446	62257	64127	66048
M.S. ASST. PRINCIPAL	220	56795	58499	60255	62062	63921
SUPERVISOR	220	53636	55240	56899	58608	60368

NOTE: The annual 1992-93 salary shall be increased effective July 1, 1992, to ensure that the total salary increases for 1992-93 reflects the same aggregate percentage increase (inclusive of new cells or steps) applicable to the 1992-93 salary schedule of nonsupervisory certificated employees.

EFFECTIVE: 9/92

EVERETT SCHOOL DISTRICT NO. 2

CERTIFICATED ADMINISTRATIVE EMPLOYEE CONTRACT

EMPLOYEE:

DATE:

POSITION:

SALARY: \$

STEP:

FTE: 1.000

COMMENCING: JULY 1, 1992

ENDING: JUNE 30, 1993

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.
2. It is mutually agreed that the employee's job performance shall be evaluated yearly by the Superintendent or his 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 thirty (30) unused vacation days can be accumulated. 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. To the extent then-applicable law so permits, without penalty to the District, unused vacation shall be compensable upon termination of employment.
  - 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. (Applies to 220-day contracts only.)

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 agree to the terms of this contract. In WITNESS WHEREOF, we have hereunto subscribed our names.

SIGNED \_\_\_\_\_ SIGNED \_\_\_\_\_  
Employee Paul Sjunnesen, Secretary  
Board of Directors

BY \_\_\_\_\_ DATE \_\_\_\_\_  
Registrar

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:

POSITION:

SALARY:           \$                                 STEP:                                 FTE: 1.000

COMMENCING: JULY 1, 1992                         ENDING: JUNE 30, 1993                         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.
  2. It is mutually agreed that the employee's job performance shall be evaluated yearly by the Superintendent or his 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 thirty (30) unused vacation days can be accumulated. 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. To the extent then-applicable law so permits, without penalty to the District, unused vacation shall be compensable upon termination of employment.
    - 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. (Applies to 220 day contracts only.)

It is further agreed that during the employment under this contract, the employee shall be subject to the statute's 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 agree to the terms of this contract. In WITNESS WHEREOF, we have hereunto subscribed our names.

SIGNED \_\_\_\_\_ SIGNED \_\_\_\_\_  
Employee Paul Sjunnesen, Secretary  
Board of Directors

BY \_\_\_\_\_ DATE \_\_\_\_\_  
Registrar

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

CONTRACT

ADMINISTRATIVE ASSISTANT

It is hereby agreed by and between the Board of Directors (the "Board") of the Everett School District No. 2 (the "District") and Dr. Donald Barbacovi ("Administrative Assistant") that the Board, in accordance with its action at its regular meeting on the 18th day of May, 1992, has and does hereby employ Dr. Barbacovi as Administrative Assistant. Said employment is for a period of one (1) year commencing July 1, 1992 and ending June 30, 1993.

The parties agree that Dr. Barbacovi will perform faithfully the duties of Administrative Assistant 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 \$75992, Dr. Barbacovi agrees to perform faithfully the duties of the Administrative Assistant. The annual salary provided for herein shall be subject to increase effective July 1, 1992 to ensure that the salary herein reflects the same percentage increase applicable to the salary schedule of non-supervisory certificated employees in 1992-93, to the extent permitted by law.

2. It is mutually agreed that Dr. Barbacovi'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 Dr. Barbacovi. Dr. Barbacovi will be subject to discharge for sufficient cause as provided by law.

3. Dr. Barbacovi may undertake consultative work, speaking engagements, writing, lecturing or other professional duties and obligations which do not conflict with his duties as Administrative Assistant.

4. Dr. Barbacovi 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 Dr. Barbacovi's dues in the Washington Association of School Administrators, the American Association of School Administrators, and one other professional organization of his choice which has been approved by the Superintendent.

5. In addition to annual salary, Dr. Barbacovi 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.

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c. The same medical, dental, and other insurance benefits provided other administrators.

d. The District shall provide Dr. Barbacovi with transportation required in the performance of his duties. Dr. Barbacovi will have the option of utilizing his personal car in the performance of his duties and receiving reimbursement at the IRS approved mileage rate.

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 thirty (30) days.

f. It is further understood that leave entitlements will be no less than those provided other administrators.

The employee and the Board of Directors agree to the terms of this contract. In WITNESS WHEREOF, we have hereunto subscribed our names.

SIGNED \_\_\_\_\_  
Employee

SIGNED \_\_\_\_\_  
Paul Sjunnesen, Secretary

BY \_\_\_\_\_  
Registrar

DATE \_\_\_\_\_

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

CONTRACT

DIRECTOR OF ATHLETICS

It is hereby agreed by and between the Board of Directors (the "Board") of the Everett School District No. 2 (the "District") and Mr. Charles A. Patten ("Director of Athletics") that the Board, in accordance with its action at its regular meeting on the 18th day of May, 1992, has and does hereby employ Mr. Patten as Director of Athletics. Said employment is for a period of one (1) year commencing July 1, 1992 and ending June 30, 1993.

The parties agree that Mr. Patten will perform faithfully the duties of Director of Athletics 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 \$75992, (Directors Schedule, Level E), Mr. Patten agrees to perform faithfully the duties of the Director of Athletics. The annual salary provided for herein shall be subject to increase effective July 1, 1992 to ensure that the salary herein reflects the same percentage increase applicable to the salary schedule of non-supervisory certificated employees in 1992-93, to the extent permitted by law.

2. It is mutually agreed that Mr. Patten'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. Patten. Mr. Patten will be subject to discharge for sufficient cause as provided by law.

3. Mr. Patten may undertake consultative work, speaking engagements, writing, lecturing or other professional duties and obligations which do not conflict with his duties as Director of Athletics.

4. Mr. Patten 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. Patten's dues in the Washington Association of School Administrators, the American Association of School Administrators, and one other professional organization of his choice which has been approved by the Superintendent.

5. In addition to annual salary, Mr. Patten 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. The District shall provide Mr. Patten with transportation required in the performance of his duties. Mr. Patten will have the option of utilizing his personal car in the performance of his duties and receiving reimbursement at the IRS approved mileage rate.

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 thirty (30) days. Unused vacation in excess of thirty (30) days shall be compensable on the anniversary date of this contract; provided that the total number of vacation days for which compensation is received shall not exceed thirty (30) days during any two year period.

f. It is further understood that leave entitlements will be no less than those provided other administrators.

The employee and the Board of Directors agree to the terms of this contract. In WITNESS WHEREOF, we have hereunto subscribed our names.

SIGNED \_\_\_\_\_  
Employee

SIGNED \_\_\_\_\_  
Paul Sjunnesen, Secretary

BY \_\_\_\_\_  
Registrar

DATE \_\_\_\_\_

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

CONTRACT

DIRECTOR OF FACILITIES AND PLANNING

It is hereby agreed by and between the Board of Directors (the "Board") of the Everett School District No. 2 (the "District") and Mr. James W. Langus ("Director of Facilities and Planning") that the Board, in accordance with its action at its regular meeting on the 18th day of June, 1992, has and does hereby employ Mr. Langus as Director of Facilities and Planning. Said employment is for a period of one (1) year commencing July 1, 1992 and ending June 30, 1993.

The parties agree that Mr. Langus will perform faithfully the duties of Director of Facilities and Planning 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 \$75992, (Directors Schedule, Level E), Mr. Langus agrees to perform faithfully the duties of the Director of Facilities and Planning. The annual salary provided for herein shall be subject to increase effective July 1, 1992 to ensure that the salary herein reflects the same percentage increase applicable to the salary schedule of non-supervisory certificated employees in 1992-93, to the extent permitted by law.

2. It is mutually agreed that Mr. Langus'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. Langus. Mr. Langus will be subject to discharge for sufficient cause as provided by law.

3. Mr. Langus may undertake consultative work, speaking engagements, writing, lecturing or other professional duties and obligations which do not conflict with his duties as Director of Facilities & Planning.

4. Mr. Langus 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. Langus's dues in the Washington Association of School Administrators, the American Association of School Administrators, and one other professional organization of his choice which has been approved by the Superintendent.

5. In addition to annual salary, Mr. Langus 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.

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c. The same medical, dental, and other insurance benefits provided other administrators.

d. The District shall provide Mr. Langus with transportation required in the performance of his duties. Mr. Langus will have the option of utilizing his personal car in the performance of his duties and receiving reimbursement at the IRS approved mileage rate.

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 thirty (30) days.

f. It is further understood that leave entitlements will be no less than those provided other administrators.

The employee and the Board of Directors agree to the terms of this contract. In WITNESS WHEREOF, we have hereunto subscribed our names.

SIGNED \_\_\_\_\_  
Employee

SIGNED \_\_\_\_\_  
Paul Sjunnesen, Secretary

BY \_\_\_\_\_  
Registrar

DATE \_\_\_\_\_

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

CONTRACT

DIRECTOR OF FINANCE

It is hereby agreed by and between the Board of Directors (the "Board") of the Everett School District No. 2 (the "District") and Mr. Bryon L. Viger ("Director of Finance") that the Board, in accordance with its action at its regular meeting on the 18th day of May, 1992, has and does hereby employ Mr. Viger as Director of Finance. Said employment is for the period of July 1, 1992, through June 30, 1993.

The parties agree that Mr. Viger will perform faithfully the duties of Director of Finance 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 a salary of \$73777, (Directors Schedule, Level D), Mr. Viger agrees to perform faithfully the duties of the Director of Finance. The annual salary provided for herein shall be subject to increase effective July 1, 1992 to ensure that the salary herein reflects the same percentage increase applicable to the salary schedule of non-supervisory certificated employees in 1992-93, to the extent permitted by law.

2. It is mutually agreed that Mr. Viger's job performance will be evaluated in accordance with the adopted District administrative evaluation policy, with the results of said evaluation to be made known to Mr. Viger. Mr. Viger will be subject to discharge for sufficient cause as provided by law.

3. Mr. Viger may undertake consultative work, speaking engagements, writing, lecturing or other professional duties and obligations which do not conflict with his duties as Director of Finance.

3. Mr. Viger 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. Viger's dues in the Washington Association of School Administrators, The American Association of School Administrators and the Association of School Business Officials.

4. In addition to salary, Mr. Viger 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. The District shall provided Mr. Viger with transportation required in the performance of his duties. Mr. Viger will have the option of utilizing his personal car in the performance of his duties and receiving reimbursement at the IRS approved mileage rate in accordance with District policy.

e. Twenty-five (25) vacation days per year. Up to twenty (20) unused vacation days can be accumulated 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.

f. It is further understood that leave entitlements will be no less than those provided other administrators.

The employee and the Board of Directors agree to the terms of this contract. In WITNESS WHEREOF, we have hereunto subscribed our names.

SIGNED \_\_\_\_\_  
Employee

SIGNED \_\_\_\_\_  
Paul Sjunnesen, Secretary

BY \_\_\_\_\_  
Registrar

DATE \_\_\_\_\_

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

CONTRACT

DIRECTOR 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 Dr. Evelyn Freeman ("Director of Instruction") that the Board in accordance with its action at its regular meeting on the 18th day of May, 1992, has and does hereby employ Dr. Freeman as Director of Instruction. Said employment is for a one (1) year period commencing July 1, 1992 and ending June 30, 1993.

The parties agree that Dr. Freeman will perform faithfully the duties of Director 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 \$75992, Dr. Freeman agrees to perform faithfully the duties of the Director of Instruction. The annual salary provided for herein shall be subject to increase effective July 1, 1992 to ensure that the salary herein reflects the same percentage increase applicable to the salary schedule of non-supervisory certificated employees in 1992-93, to the extent permitted by law.

2. It is mutually agreed that Dr. Freeman'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 Dr. Freeman. Dr. Freeman will be subject to discharge for sufficient cause as provided by law.

3. Dr. Freeman may undertake consultative work, speaking engagements, writing, lecturing or other professional duties and obligations which do not conflict with her duties as Director of Instruction.

4. Dr. Freeman 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 Dr. Freeman's dues in the Washington Association of School Administrators, the American Association of School Administrators, and one other professional organization of her choice which has been approved by the Superintendent.

5. In addition to annual salary, Dr. Freeman shall receive the following in consideration for the faithful performance of 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.

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c. The same medical, dental and other insurance benefits provided other administrators.

d. The District shall provide Dr. Freeman with transportation required in the performance of her duties. Dr. Freeman will have the option of utilizing her personal car in the performance of her duties and receiving reimbursement at the IRS approved mileage rate.

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 thirty (30) days.

f. It is further understood that leave entitlements will be no less than those provided other administrators.

The employee and the Board of Directors agree to the terms of this contract. In WITNESS WHEREOF, we have hereunto subscribed our names.

SIGNED \_\_\_\_\_  
Employee

SIGNED \_\_\_\_\_  
Paul Sjunnesen, Secretary

BY \_\_\_\_\_

DATE \_\_\_\_\_

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

## CONTRACT

### DIRECTOR OF PERSONNEL AND STAFF RELATIONS

It is hereby agreed by and between the Board of Directors (the "Board") of the Everett School District No. 2 (the "District") and Dr. Jack D. Dale ("Director of Personnel and Staff Relations") that the Board, in accordance with its action at its regular meeting on the 18th day of May, 1992, has and does hereby employ Dr. Dale as Director of Personnel and Staff Relations. Said employment is for a period of one (1) year commencing July 1, 1992 and ending June 30, 1993.

The parties agree that Dr. Dale will perform faithfully the duties of Director of Personnel and Staff Relations 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 \$75992, (Directors Schedule, Level E), Dr. Dale agrees to perform faithfully the duties of the Director of Personnel and Staff Relations. The annual salary provided for herein shall be subject to increase effective July 1, 1992 to ensure that the salary herein reflects the same percentage increase applicable to the salary schedule of non-supervisory certificated employees in 1992-93, to the extent permitted by law.
  2. It is mutually agreed that Dr. Dale'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 Dr. Dale. Dr. Dale will be subject to discharge for sufficient cause as provided by law.
  3. Dr. Dale may undertake consultative work, speaking engagements, writing, lecturing or other professional duties and obligations which do not conflict with his duties as Director of Personnel & Staff Relations.
  4. Dr. Dale 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 Dr. Dale's dues in the Washington Association of School Administrators, the American Association of School Administrators, and the American Association of Personnel Administrators.
  5. In addition to annual salary, Dr. Dale 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. The District shall provide Dr. Dale with transportation required in the performance of his duties. Dr. Dale will have the option of utilizing his personal car in the performance of his duties and receiving reimbursement at the IRS approved mileage rate.

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 thirty (30) days.

f. It is further understood that leave entitlements will be no less than those provided other administrators.

The employee and the Board of Directors agree to the terms of this contract. In WITNESS WHEREOF, we have hereunto subscribed our names.

SIGNED \_\_\_\_\_  
Employee

SIGNED \_\_\_\_\_  
Paul Sjunnesen, Secretary

BY \_\_\_\_\_  
Registrar

DATE \_\_\_\_\_

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