

RESOLUTION NO. 676

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

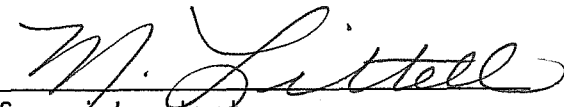
WHEREAS, the Board of Directors of Everett School District No. 2 has a statutory obligation to employ regular certificated personnel by written contract, and

WHEREAS, it is essential to the success of the District's educational program that personnel vacancies for the ensuing school year be identified well in advance so that well-qualified replacements may be employed;


NOW, THEREFORE, BE IT RESOLVED as follows:

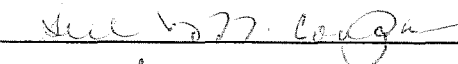



1. Individual employment contracts shall be issued forthwith to all administrators entitled to an offer of employment for the 1999-2000 school year (see list attached hereto);
2. The Board hereby adopts the attached administrators salary schedule on an interim basis for application for the 1999-2000 school year;
3. The Superintendent is hereby directed to cause to be delivered forthwith to all administrators to be offered employment for the 1999-2000 school year a completed contract in the form attached hereto and consistent with the attached 1999-2000 interim salary schedule as it applies to each contract recipient.

ADOPTED BY THE Board of Directors at a regular meeting thereof held June 21, 1999.


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 _____ (the "Deputy Superintendent") that the Board, in accordance with its action at its regular meeting on the 21st day of June, 1999, has and does hereby employ _____ as Deputy Superintendent. Said employment is for a period of one (1) year commencing July 1, 1999 and ending June 30, 2000.

The parties agree that _____ 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 \$_____, _____ (Step ____ of the Interim 1999-2000 Administrative Salary Schedule), agrees to perform faithfully the duties of the Deputy Superintendent. This annual salary will be increased as reflected in the adjusted salary schedule approved by the Board of Directors. Any such revision will be effectuated by a salary adjustment retroactive to the beginning of this contract.
 2. It is mutually agreed that _____ 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 _____. _____ will be subject to discharge for sufficient cause as provided by law.
 3. _____ may undertake consultative work, speaking engagements, writing, lecturing or other professional duties and obligations which do not conflict with _____ duties as Deputy Superintendent.
 4. _____ 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 _____ dues in the Washington Association of
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School Administrators, the American Association of School Administrators and the Association of School Business Officials.

5. In addition to annual salary, _____ shall receive the following in consideration for the faithful performance of _____ 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, _____ shall receive \$450.00 per month to defray costs incurred using _____ 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.) _____ will also be entitled to out-of-District mileage, use of District vehicles, if available, for out-of-District travel and other expense reimbursement for official business as provided by law and District policy for administrators.
 - e. Twelve (12) supplemental days per year paid at _____ per diem rate of pay prorated on a monthly basis.
 - f. Twenty-five (25) vacation days per year. Up to twenty (20) unused vacation days can be accumulated annually to a maximum of fifty (50) days. Such accumulated vacation may be taken in a subsequent year, provided that no more than six (6) weeks of continuous vacation may be permitted regardless of accumulations. Unused vacation shall be compensable upon termination of employment to a maximum of thirty (30) days. Up to nine (9) days of unused vacation as of June 30 of any calendar year shall be compensable on the July pay warrant. The total number of vacation days for which compensation is received shall not exceed thirty (30) days during any two (2) year period.
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g. It is further understood that leave entitlements will be no less than those provided other administrators.

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

ACCEPTED this _____ day of _____, 1999.

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 _____ (the "Associate Superintendent of Instruction") that the Board, in accordance with its action at its regular meeting on the 21st day of June, 1999, has and does hereby employ _____ as Associate Superintendent of Instruction. Said employment is for a period of one (1) year commencing July 1, 1999 and ending June 30, 2000.

The parties agree that _____ 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 \$_____ (Step ____ of the Interim 1999-2000 Administrative Salary Schedule), _____ agrees to perform faithfully the duties of the Associate Superintendent of Instruction. This annual salary will be increased as reflected in the adjusted salary schedule approved by the Board of Directors. Any such revision will be effectuated by a salary adjustment retroactive to the beginning of this contract.
 2. It is mutually agreed that _____ 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 _____. _____ will be subject to discharge for sufficient cause as provided by law.
 3. _____ may undertake consultative work, speaking engagements, writing, lecturing or other professional duties and obligations which do not conflict with ____ duties as Associate Superintendent of Instruction.
 4. _____ 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 _____ dues in the Washington Association of School Administrators, the American Association of School Administrators and the Association for Supervision and Curriculum Development.
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5. In addition to annual salary, _____ shall receive the following in consideration for the faithful performance of _____ 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, _____ shall receive \$450.00 per month to defray costs incurred using _____ 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.) _____ will also be entitled to out-of-District mileage, use of District vehicles, if available, for out-of-District travel and other expense reimbursement for official business as provided by law and District policy for administrators.
 - e. Twelve (12) supplemental days per year paid at _____ per diem rate of pay prorated on a monthly basis.
 - f. Twenty-five (25) vacation days per year. Up to twenty (20) unused vacation days can be accumulated annually to a maximum of fifty (50) days. Such accumulated vacation may be taken in a subsequent year, provided that no more than six (6) weeks of continuous vacation may be permitted regardless of accumulations. Unused vacation shall be compensable upon termination of employment to a maximum of thirty (30) days. Up to nine (9) days of unused vacation as of June 30 of any calendar year shall be compensable on the July pay warrant. The total number of vacation days for which compensation is received shall not exceed thirty (30) days during any two (2) year period.
 - g. It is further understood that leave entitlements will be no less than those provided other administrators.
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By signing the foregoing contract, _____ and the Board agree to its terms.

ACCEPTED this _____ day of _____, 1999.

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, 1999

Ending: June 30, 2000

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 will be increased as reflected in the adjusted salary schedule approved by the Board of Directors. 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 fifty (50) days. Such accumulated vacation may be taken in a subsequent year, provided that no more than six (6) weeks of continuous vacation may be permitted regardless of accumulations. Unused vacation shall be compensable upon termination of employment to a maximum of thirty (30) days. Up to nine (9) days of unused vacation as of June 30 of any calendar year shall be compensable on the July pay warrant. The total number of vacation days for which compensation is received shall not exceed thirty (30) days during any two (2) year period.

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

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

g. In lieu of other expense reimbursement for in-District travel, the Employee shall receive \$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: _____
Employee Dated

Signed: _____
Monte Littell, Ed.D.
Secretary, Board of Directors

EVERETT SCHOOL DISTRICT NO. 2
CERTIFICATED ADMINISTRATIVE EMPLOYEE CONTRACT

Employee:

Date:

Position: Executive Director

Salary: \$

Step:

FTE: 1.00

Commencing: July 1, 1999

Ending: June 30, 2000

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 will be increased as reflected in the adjusted salary schedule approved by the Board of Directors. 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 fifty (50) days. Such accumulated vacation may be taken in a subsequent year, provided that no more than six (6) weeks of continuous vacation may be permitted regardless of accumulations. Unused vacation shall be compensable upon termination of employment to a maximum of thirty (30) days. Up to nine (9) days of unused vacation as of June 30 of any calendar year shall be compensable on the July pay warrant. The total number of vacation days for which compensation is received shall not exceed thirty (30) days during any two (2) year period.

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

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

It is further agreed that during the employment under this contract, the Employee shall be subject to the statutes governing the public schools of the State of Washington including the following specific provision: a valid State of Washington administrator's certificate for the entire period of the contract shall be registered in the District's administrative office.

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

IN WITNESS WHEREOF, we have hereunto subscribed our names.

Signed: _____
Employee Dated

Signed: _____
Monte Littell, Ed.D.
Secretary, Board of Directors

EVERETT SCHOOL DISTRICT NO. 2
CERTIFICATED ADMINISTRATIVE EMPLOYEE CONTRACT

Employee:

Date:

Position:

Salary: \$

Step:

FTE:

Commencing: July 1, 1999

Ending: June 30, 2000

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 will be increased as reflected in the adjusted salary schedule approved by the Board of Directors. 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 thirty (30) days. Up to nine (9) days of unused vacation as of June 30 of any calendar year shall be compensable on the July pay warrant. The total number of vacation days for which compensation is received shall not exceed thirty (30) days during any two (2) year period.

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

It is further agreed that during the employment under this contract, the Employee shall be subject to the statutes governing the public schools of the State of Washington including the following specific provision: a valid State of Washington administrator's certificate for the entire period of the contract shall be registered in the District's administrative office.

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

IN WITNESS WHEREOF, we have hereunto subscribed our names.

Signed: _____	_____	Signed: _____
Employee	Dated	Monte Littell, Ed.D.
		Secretary, Board of Directors

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

EVERETT SCHOOL DISTRICT NO. 2
CERTIFICATED ADMINISTRATIVE EMPLOYEE CONTRACT

Employee:

Date:

Position:

Salary: \$

Step:

FTE:

Commencing: July 1, 1999

Ending: June 30, 2000

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 will be increased as reflected in the adjusted salary schedule approved by the Board of Directors. 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 thirty (30) days. Up to nine (9) days of unused vacation as of June 30 of any calendar year shall be compensable on the July pay warrant. The total number of vacation days for which compensation is received shall not exceed thirty (30) days during any two (2) year period.

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

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

It is further agreed that during the employment under this contract, the Employee shall be subject to the statutes governing the public schools of the State of Washington including the following specific provision: a valid State of Washington administrator's certificate for the entire period of the contract shall be registered in the District's administrative office.

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

IN WITNESS WHEREOF, we have hereunto subscribed our names.

Signed: _____	_____	Signed: _____
Employee	Dated	Monte Littell, Ed.D. Secretary, Board of Directors

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

EVERETT SCHOOL DISTRICT NO. 2
CLASSIFIED ADMINISTRATIVE EMPLOYEE CONTRACT

Employee:

Date:

Position:

Salary: \$

Step:

FTE:

Commencing: July 1, 1999

Ending: June 30, 2000

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 will be increased as reflected in the adjusted salary schedule approved by the Board of Directors. 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 thirty (30) days. Up to nine (9) days of unused vacation as of June 30 of any calendar year shall be compensable on the July pay warrant. The total number of vacation days for which compensation is received shall not exceed thirty (30) days during any two (2) year period.

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

It is further agreed that during the employment under this contract, the Employee shall be subject to the statutes governing the public schools of the State of Washington.

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

IN WITNESS WHEREOF, we have hereunto subscribed our names.

Signed: _____	_____	Signed: _____
Employee	Dated	Monte Littell, Ed.D. Secretary, Board of Directors

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

**ADMINISTRATORS SALARY PLACEMENT
INTERIM -- 1999-2000**

<u>NAME</u>	<u>TITLE</u>	<u>STEP</u>
Riddle, Jeff	Deputy Superintendent	E
Churn, Peggy	Associate Superintendent of Instruction	E
Evans, Lynn	Assistant Superintendent	B
McGean, John	Assistant Superintendent	A
Firn, Greg	Executive Director	C
Hodgson, Shirley	Executive Director	E
Power, Michael	Executive Director	B
Bowers, Carole	Director I	C
Campbell, Gay	Director I	C
Gunn, Michael	Director I	E
Holladay, Royce	Director I	E
Moriarty, Pat	Director I	B
Toyn, Ken	Director I	B
Viger, Byron	Director I	E
Ennis, Terry	Director II	E
Jefferis, Gary	Director II	E
Katz, Steve	Director II	E
Moore, Jeffrey	Director II	E
Timm, Anne	Director II	E
Belshee, Barbara	Manager	D
Bessemer, Ron	Manager	E*
McCann, Sue	Manager	D
Rogers, Bev	Manager	D
Templeton, Margaret	Manager	D
Webber, Debbie	Manager	D
Wilson, Gina	Manager	B
Beyer, Nancy	Specialist	E
Chamberlin, Ruth	Specialist	C
Cheap, Elliott	Specialist	E
Cohee, Joan	Specialist	C
Comeau, Juanita	Specialist	D
Drewel, Cheryl	Specialist	C
Galli, Laurence	Specialist	E
Grahn-Morgan, Ann	Specialist	B
Gutierrez, Kathleen	Specialist	E
Jenkins, Scott	Specialist	D
Lancaster, Sally	Specialist	C
Pritchard, Kayleen	Specialist	C

*At Director II Level

ADMINISTRATORS SALARY PLACEMENT (CONT.)

INTERIM -- 1999-2000

June 21, 1999

<u>NAME</u>	<u>TITLE</u>	<u>STEP</u>
Green, John	H.S. Principal	C
Hume, Graham	H.S. Principal	E
Butler, Linda	M.S. Principal	E
Dean, James	M.S. Principal	E
Jones, David	M.S. Principal	D
McNally, Jim	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
Blum-Anderson, Judy	Elementary Principal	E
Cobbs, Betty	Elementary Principal	E
Dedrick, Sue	Elementary Principal	E
Fisher, Linda	Elementary Principal	E
Fitch, Brian	Elementary Principal	C
Foley, Wayne	Elementary Principal	E
Fulton, Martha	Elementary Principal	E
Gardiner, Sheila	Elementary Principal	E
Gelderman, Greg	Elementary Principal	E
Koester, Karen	Elementary Principal	E
Minehan-Stewart, Joyce	Elementary Principal	A
Riley, Debbie	Elementary Principal	E
Walthall, Shirley	Elementary Principal	E
Libkin, Dale	Asst. H.S. Principal	B
Lombardi, John	Asst. H.S. Principal	E
Smoke, Jane	Asst. H.S. Principal	E
Stearns, Steve	Asst. H.S. Principal	E
Sullivan, Pat	Asst. H.S. Principal	E
Reedy, Karen	Alternative School Asst. Principal	D
Bond, Mark	Asst. M.S. Principal	E
Toland, Mark	Asst. M.S. Principal	C
White, Clint	Asst. M.S. Principal	C
Durkin, Kimberly	E.S. Asst. Principal	D
Jones, Cynthia	E.S. Asst. Principal	E
Kesler, Kelli	E.S. Asst. Principal	D
Miller, Karen	E.S. Asst. Principal	C
Read, Warren	E.S. Asst. Principal	B
Reynolds, Lynn	E.S. Asst. Principal	B
Snow, Denise	E.S. Asst. Principal	E

INTERIM

EVERETT PUBLIC SCHOOLS

ADMINISTRATIVE SALARY SCHEDULE 1 1999 - 2000

STEP	A	B	C	D	E
DEPUTY SUPERINTENDENT	92849	94706	96601	98531	100502
ASSOCIATE SUPERINTENDENT OF INSTRUCTION	89293	91353	93462	95621	97833
ASSISTANT SUPERINTENDENT	85737	88000	90325	92711	95164

\$2572 for Doctoral Degree
\$2057 for MBA/CPA/ARR

Effective July 1, 1999

Note: The salary schedule will be increased as reflected in the adjusted salary schedule approved by the Board of Directors by a percentage comparable to the additional compensation provided to classified employees for 1999-2000, not to exceed 3% (three percent). Any such revision will be effectuated by a salary adjustment retroactive to the beginning of the contract.

Board Action – June 21, 1999

INTERIM

EVERETT PUBLIC SCHOOLS

ADMINISTRATIVE SALARY SCHEDULE 2 1999 - 2000

STEP	A	B	C	D	E
EXECUTIVE DIRECTOR	82181	84646	87186	89801	92495
DIRECTOR I	75208	77461	79786	82178	84646
DIRECTOR II	67472	69497	71584	73730	75938
MANAGER SPECIALIST	59743	61531	63377	65282	67243

\$2572 for Doctoral Degree
\$2057 for MBA/CPA/ARR

Note: The salary schedule will be increased as reflected in the adjusted salary schedule approved by the Board of Directors by a percentage comparable to the additional compensation provided to classified employees for 1999-2000, not to exceed 3% (three percent). Any such revision will be effectuated by a salary adjustment retroactive to the beginning of the contract.

Effective July 1, 1999

Board Action – June 21, 1999

INTERIM

EVERETT PUBLIC SCHOOLS

SCHOOL ADMINISTRATIVE SALARY SCHEDULE 1999 - 2000

STEP	A	B	C	D	E
HIGH SCHOOL PRINCIPAL	75208	77461	79786	82178	84646
MIDDLE SCHOOL PRINCIPAL ALTERNATIVE SCHOOL PRINCIPAL	68880	70946	73074	75266	77526
ELEMENTARY SCHOOL PRINCIPAL	67472	69497	71584	73730	75938
HIGH SCHOOL ASSISTANT PRINCIPAL	65369	67330	69346	71430	73569
MIDDLE SCHOOL ASSISTANT PRINCIPAL ALTERNATIVE SCHOOL ASSISTANT PRINCIPAL	63262	65160	67115	69130	71200
ELEMENTARY SCHOOL ASSISTANT PRINCIPAL	59743	61531	63377	65282	67243

\$2572 for Doctoral Degree
\$2057 for MBA/CPA/ARR

Effective July 1, 1999

Note: The salary schedule will be increased as reflected in the adjusted salary schedule approved by the Board of Directors by a percentage comparable to the additional compensation provided to classified employees for 1999-2000, not to exceed 3% (three percent). Any such revision will be effectuated by a salary adjustment retroactive to the beginning of the contract.

Board Action – June 21, 1999