

RESOLUTION NO. 394

Individual Employment Contracts for
Directors, Principals, Coordinators, Supervisors

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 certificated administrators entitled to an offer of employment for the 1989-90 school year (see list attached hereto):

2. The Board hereby adopts the attached 1989-90 certificated administrators salary schedule for application to 1989-90;

3. The Superintendent is hereby directed to cause to be delivered forthwith to all certificated administrators to be offered employment for the 1989-90 school year a completed contract in the form attached hereto and consistent with the 1989-90 salary schedule as it applies to each contract recipient.

ADOPTED BY THE Board of Directors at a regular meeting thereof held June 5, 1989.

EVERETT SCHOOL DISTRICT NO. 2

Paul Spunney
Superintendent

Sam M. Cooper
President, Board of Directors

Shirley Vandermere

R. Jones

Charles E. Both

Earl E. Dutte

ADMINISTRATIVE SALARY PLACEMENT
1989-90

<u>NAME</u>	<u>POSITION</u>	<u>STEP</u>
Gary Axtell	HS Principal	C
Don Barbacovi	HS Principal	E
Ron Bessemer ⁽¹⁾	Supervisor of PE & Athletics	E
Nancy Beyers	MS Vice Principal	B
Carole Bowers	MS Principal	A
Betty Cobbs	EL Principal	C
Jack Dale	Director of Personnel	E
Sue Dedrick	EL Principal	B
Ernie Dire	Director of Athletics	E
Larry Durocher	Supervisor EAP/Counselors	B
Leslie Elsaesser	EL Principal	D
Kitty England	EL Principal	B
Deanna Fraker	HS Vice Principal	A
Steve Friebe	MS Vice Principal	B
Dana Gilroy	EL Principal	E
Glenn Grandy	Coordinator Voc. Education	E
Wally Hall	EL Principal	E
Dick Hanson	Director of Instruction	E
Judy Heidman	MS Principal	B
Evelyn Heimdahl	Coordinator Special Serv.	E
Graham Hume	HS Vice Principal	E
Kathryn Jakutis	Supervisor Special Serv	C
Steve Jones	MS Vice Principal	B
Norm Keck ⁽²⁾	Supervisor - IMC	E

Ken Kraintz	Supervisor Fine Arts	E
Joy Lansdowne	EL Principal	B
Lynnette Liffbrig	EL Principal	E
Anne Martinis	EL Principal	E
Jim McNally	EL Principal	B
Bill Palmer	MS Principal	E
Chuck Patten	Director Community Relations	E
Jim Pringle	HS Vice Principal	E
Tom Romerdahl	MS Principal	E
Gaylord Schank	EL Principal	B
Reg Scodeller	HS Vice Principal	E
Tom Staudacher	Director Business Services	C
Bette Story	EL Principal	E
Pat Sullivan	HS Vice Principal	B
Anne Timm	Supervisor Basic Skills	D
Larry Torgerson	Supervisor Math, Science & Outdoor Education	E
Leann Torgerson	Coordinator of Prog.Eval.	E
Lee Van Winkle	HS Vice Principal	B
Sydney Voorhees	Supervisor Special Educ.	B
Bill Wiley	Phoenix Alternative Princ.	E
Alison Wysong	Phoenix Alternative Vice Principal	B

'1' .5 FTE of contract will be at Step E of the Coordinator Salary Schedule.

'2' Will be at Step E of the Coordinator Salary Schedule.

INTERIM
ADMINISTRATIVE SALARY SCHEDULE
1989-90

STEP	DAYS	A	B	C	D	E
DIRECTOR	224	57002	58712	60474	62288	64157
H.S. PRINCIPAL	224	57002	58712	60474	62288	64157
M.S. PRINCIPAL	224	52208	53774	55387	57049	58760
ELEM. PRINCIPAL	224	50077	51579	53125	54720	56362
COORDINATOR	224	51142	52677	54257	55884	57560
H.S. VICE PRINCIPAL	220	49544	51031	52561	54138	55762
M.S. VICE PRINCIPAL	220	47946	49383	50866	52392	53964
SUPERVISOR	220	45282	46640	48039	49481	50965

NOTE: The salary schedule is subject to revision for 1989-90 to ensure that the schedule increase equals the percentage applicable to nonsupervisory certificated personnel for 1989-90. Any such revision(s) will be effectuated by a salary adjustment retroactive to the beginning of the administrator's contract year and will be subject to any legal restrictions.

5/31/89

EVERETT SCHOOL DISTRICT NO. 2

CERTIFICATED ADMINISTRATIVE EMPLOYEE CONTRACT

EMPLOYEE:

POSITION:

SALARY:

LEVEL:

FTE: 1.000

COMMENCING: JULY 1, 1989

ENDING: JUNE 30, 1990

DAYS:

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.

ADMINISTRATIVE SALARY PLACEMENT
1989-90

<u>NAME</u>	<u>POSITION</u>	<u>STEP</u>
Gary Axtell	HS Principal	C
Don Barbacovi	HS Principal	E
Ron Bessemer ⁽¹⁾	Supervisor of PE & Athletics	E
Nancy Beyers	MS Vice Principal	B
Carole Bowers	MS Principal	A
Betty Cobbs	EL Principal	C
Jack Dale	Director of Personnel	E
Sue Dedrick	EL Principal	B
Ernie Dire	Director of Athletics	E
Larry Durocher	Supervisor EAP/Counselors	B
Leslie Elsaesser	EL Principal	D
Kitty England	EL Principal	B
Deanna Fraker	HS Vice Principal	A
Steve Friebe	MS Vice Principal	B
Dana Gilroy	EL Principal	E
Glenn Grandy	Coordinator Voc. Education	E
Wally Hall	EL Principal	E
Dick Hanson	Director of Instruction	E
Judy Heidman	MS Principal	B
Evelyn Heimdahl	Coordinator Special Serv.	E
Graham Hume	HS Vice Principal	E
Kathryn Jakutis	Supervisor Special Serv	C
Steve Jones	MS Vice Principal	B
Norm Keck ⁽²⁾	Supervisor - IMC	E

Ken Kraintz	Supervisor Fine Arts	E
Joy Lansdowne	EL Principal	B
Lynnette Liffbrig	EL Principal	E
Anne Martinis	EL Principal	E
Jim McNally	EL Principal	B
Bill Palmer	MS Principal	E
Chuck Patten	Director Community Relations	E
Jim Pringle	HS Vice Principal	E
Tom Romerdahl	MS Principal	E
Gaylord Schank	EL Principal	B
Reg Scodeller	HS Vice Principal	E
Tom Staudacher	Director Business Services	C
Bette Story	EL Principal	E
Pat Sullivan	HS Vice Principal	B
Anne Timm	Supervisor Basic Skills	D
Larry Torgerson	Supervisor Math, Science & Outdoor Education	E
Leann Torgerson	Coordinator of Prog.Eval.	E
Lee Van Winkle	HS Vice Principal	B
Sydney Voorhees	Supervisor Special Educ.	B
Bill Wiley	Phoenix Alternative Princ.	E
Alison Wysong	Phoenix Alternative Vice Principal	B

(1) .5 FTE of contract will be at Step E of the Coordinator Salary Schedule.

(2) Will be at Step E of the Coordinator Salary Schedule.

INTERIM
ADMINISTRATIVE SALARY SCHEDULE
1989-90

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M.S. VICE PRINCIPAL	220	47946	49383	50866	52392	53964
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NOTE: The salary schedule is subject to revision for 1989-90 to ensure that the schedule increase equals the percentage applicable to nonsupervisory certificated personnel for 1989-90. Any such revision(s) will be effectuated by a salary adjustment retroactive to the beginning of the administrator's contract year and will be subject to any legal restrictions.

5/31/89

EVERETT SCHOOL DISTRICT NO. 2

CERTIFICATED ADMINISTRATIVE EMPLOYEE CONTRACT

EMPLOYEE:

POSITION:

SALARY:

LEVEL:

FTE: 1.000

COMMENCING: JULY 1, 1989

ENDING: JUNE 30, 1990

DAYS:

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

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 Ernest A. Dire ("Director of Athletics") that the Board, in accordance with its action at its regular meeting on the 5th day of June, 1989, has and does hereby employ Mr. Dire as Director of Athletics. Said employment is for a period of one (1) year commencing July 1, 1989 and ending June 30, 1990.

The parties agree that Mr. Dire 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 \$64,157 (Directors Schedule, Level E), Mr. Dire 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, 1989 to ensure that the salary herein reflects the same percentage increase applicable to the salary schedule of non-supervisory certificated employees in 1989-90, to the extent permitted by law.

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

3. Mr. Dire 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. Dire 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. Dire'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. Dire 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. Dire with transportation required in the performance of his duties. Mr. Dire will have the option of utilizing his personal car in the performance of his duties and receiving reimbursement at twenty-five (25) cents per mile.

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 forty (40) 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 *Ernest H. Dire* SIGNED *Paul Sjunnesen*
Employee Paul Sjunnesen, Secretary

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

DIRECTOR OF BUSINESS SERVICES

It is hereby agreed by and between the Board of Directors (the "Board") of the Everett School District No. 2 (the "District") and Mr. Thomas W. Staudacher ("Director of Business Services") that the Board, in accordance with its action at its regular meeting on the 5th day of June, 1989, has and does hereby employ Mr. Staudacher as Director of Business Services. Said employment is for a period of one (1) year commencing July 1, 1989 and ending June 30, 1990.

The parties agree that Mr. Staudacher will perform faithfully the duties of Director of Business Services 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 \$60,474, (Directors Schedule, Level C), Mr. Staudacher agrees to perform faithfully the duties of the Director of Business Services. The annual salary provided for herein shall be subject to increase effective July 1, 1989 to ensure that the salary herein reflects the same percentage increase applicable to the salary schedule of non-supervisory certificated employees in 1989-90, to the extent permitted by law.

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

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

4. Mr. Staudacher 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. Staudacher's dues in the Washington Association of School Administrators, the American Association of School Administrators, and the Association of School Business Officials.

5. In addition to annual salary, Mr. Staudacher 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. Staudacher with transportation required in the performance of his duties. Mr. Staudacher will have the option of utilizing his personal car in the performance of his duties and receiving reimbursement at twenty-five (25) cents per mile.

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 forty (40) 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

Roman M. Staudacher
Employee

SIGNED

Paul Sjunnesen
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 COMMUNITY RELATIONS

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 Community Relations") that the Board, in accordance with its action at its regular meeting on the 5th day of June, 1989, has and does hereby employ Mr. Patten as Director of Community Relations. Said employment is for a period of one (1) year commencing July 1, 1989 and ending June 30, 1990.

The parties agree that Mr. Patten will perform faithfully the duties of Director of Community 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 \$64,157 (Directors Schedule, Level E), Mr. Patten agrees to perform faithfully the duties of the Director of Community Relations. The annual salary provided for herein shall be subject to increase effective July 1, 1989 to ensure that the salary herein reflects the same percentage increase applicable to the salary schedule of non-supervisory certificated employees in 1989-90, 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 Community Relations.

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.

Mr. Patten is expected, as a part of the performance of these duties, to join and participate actively in civic and community organizations and clubs that will enhance his contacts with community leaders and citizens.

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 twenty-five (25) cents per mile.

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 forty (40) 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 Charles Patten
Employee

SIGNED Paul Sjunnesen
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 Richard A. Hanson ("Director of Instruction") that the Board, in accordance with its action at its regular meeting on the 5th day of June, 1989, has and does hereby employ Mr. Hanson as Director of Instruction. Said employment is for a period of one (1) year commencing July 1, 1989 and ending June 30, 1990.

The parties agree that Mr. Hanson 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 \$64,157 (Directors Schedule, Level E), Mr. Hanson 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, 1989 to ensure that the salary herein reflects the same percentage increase applicable to the salary schedule of non-supervisory certificated employees in 1989-90, to the extent permitted by law.

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

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

4. Mr. Hanson 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. Hanson'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. Hanson 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. Hanson with transportation required in the performance of his duties. Mr. Hanson will have the option of utilizing his personal car in the performance of his duties and receiving reimbursement at twenty-five (25) cents per mile.

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 forty (40) 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 Richard Hanson SIGNED Paul Sjunnesen
Employee Paul Sjunnesen, Secretary

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

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 5th day of June, 1989, 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, 1989 and ending June 30, 1990.

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 \$64,157 (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, 1989 to ensure that the salary herein reflects the same percentage increase applicable to the salary schedule of non-supervisory certificated employees in 1989-90, 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 Society 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.
-

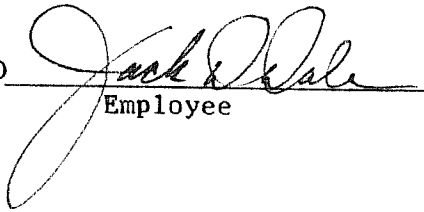
c. The same medical, dental, and other insurance benefits provided other administrators.

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 twenty-five (25) cents per mile.

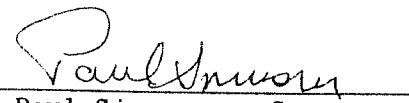
e. Twenty-five (25) vacation days per year. Up to twenty (20) unused vacation days can be accumulated annually to a maximum of forty (40) days. Such accumulated vacation may be taken in a subsequent year, provided that no more than six (6) weeks of continuous vacation may be permitted regardless of accumulations. Unused vacation shall be compensable upon termination of employment to a maximum of forty (40) 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

BY _____
Registrar

SIGNED 
Paul Sjunnesen, Secretary

DATE _____

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