

RESOLUTION NO. 395

Individual Employment Contracts for  
Assistant Superintendents

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;

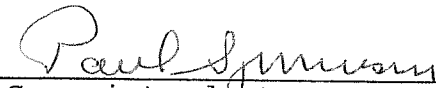
NOW, THEREFORE, BE IT RESOLVED as follows:


1. The attached individual employment contracts are approved for issuance for 1989-90.

2. The Superintendent is hereby directed to cause the attached contracts to be delivered forthwith to the respective administrators.

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

EVERETT SCHOOL DISTRICT NO. 2

  
\_\_\_\_\_  
Superintendent

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

  
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EVERETT SCHOOL DISTRICT NO. 2

Paul Spurr  
Superintendent

James M. [Signature]  
President, Board of Directors

R. [Signature]  
Shirley [Signature]  
Charles E. [Signature]  
Earl E. [Signature]

## CONTRACT

### ASSISTANT SUPERINTENDENT FOR BUSINESS

It is hereby agreed by and between the Board of Directors (the "Board") of the Everett School District No. 2 (the "District") and Mr. Jeffrey S. Riddle (the "Assistant Superintendent for Business") 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. Riddle as Assistant Superintendent for Business. Said employment is for a one (1) year period commencing July 1, 1989 and ending June 30, 1990.

The parties agree that Mr. Riddle will perform faithfully the duties of Assistant Superintendent for Business 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 \$71,783, Mr. Riddle agrees to perform faithfully the duties of the Assistant Superintendent for Business. 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. Riddle'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. Riddle. Mr. Riddle will be subject to discharge for sufficient cause as provided by law.

3. Mr. Riddle may undertake consultative work, speaking engagements, writing, lecturing or other professional duties and obligations which do not conflict with his duties as Assistant Superintendent for Business.

4. Mr. Riddle 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. Riddle'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. Riddle 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. Riddle with transportation required in the performance of his duties. Mr. Riddle 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.

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

ACCEPTED this 5<sup>th</sup> day of June, 1989.

Jeffrey S. Riddle  
Assistant Superintendent for Business.

John M. Pappas  
Board President

B. H. H. H.  
Board Vice President

Shirley Anderson  
Member

Charles E. Bette  
Member

Paul E. Dutton  
Member

Paul Sjunnesen  
Board Secretary

Approved and Registered  
Paul Sjunnesen, Superintendent

\_\_\_\_\_  
Registrar

\_\_\_\_\_  
Date

## CONTRACT

### ASSISTANT SUPERINTENDENT FOR 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 (the "Assistant Superintendent for 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 Dr. Freeman as Assistant Superintendent for Instruction. Said employment is for a one (1) year period commencing July 1, 1989 and ending June 30, 1990.

The parties agree that Dr. Freeman will perform faithfully the duties of Assistant Superintendent for 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 \$71,783, Dr. Freeman agrees to perform faithfully the duties of the Assistant Superintendent for 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 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 Assistant Superintendent for 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.

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 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.

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

ACCEPTED this 5<sup>th</sup> day of June, 1989.

*Evelyn Freeman*  
Assistant Superintendent for Instruction

*Wm. M. Carper*  
Board President

*B. Allen*  
Board Vice President

*Shirley Anderson*  
Member

*Charles E. Betts*  
Member

*Earl E. Deiters*  
Member

*Paul Sjunnesen*  
Board Secretary

Approved and Registered  
Paul Sjunnesen, Superintendent

\_\_\_\_\_  
Registrar

\_\_\_\_\_  
Date