

RESOLUTION NO. 608

Individual Employment Contracts
for
Deputy Superintendent, Team Leaders,
Directors, Principals, Coordinators and Supervisors

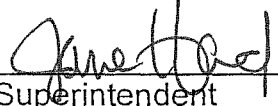
WHEREAS, the Board of Directors of Everett School District No. 2 has a statutory obligation to employ regular certificated personnel by written contract, and

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 administrators entitled to an offer of employment for the 1997-98 school year (see list attached hereto):
2. The Board hereby adopts the attached administrators salary schedule on an interim basis for application for the 1997-98 school year;
3. The Superintendent is hereby directed to cause to be delivered forthwith to all administrators to be offered employment for the 1997-98 school year a completed contract in the form attached hereto and consistent with the attached 1997-98 interim salary schedule as it applies to each contract recipient.

ADOPTED BY THE Board of Directors at a regular meeting thereof held May 12, 1997.

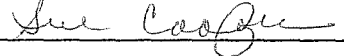


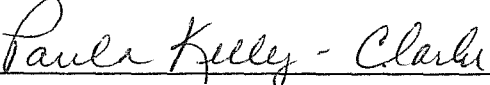
Superintendent


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 Jeffrey S. Riddle (the "Deputy Superintendent") that the Board, in accordance with its action at its regular meeting on the 12th day of May, 1997, has and does hereby employ Mr. Riddle as Deputy Superintendent. Said employment is for a period of one (1) year commencing July 1, 1997 and ending June 30, 1998.

The parties agree that Mr. Riddle 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:

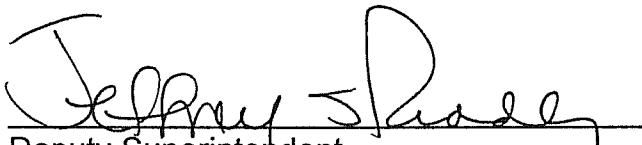
WITNESSETH:


1. In consideration of an annual salary of \$91,321 (Step C of Administrative Salary Schedule), Mr. Riddle agrees to perform faithfully the duties of the Deputy Superintendent. This annual salary is subject to revision for the 1997-98 period enumerated above to ensure that it is adjusted by the percentage increase applicable to non-supervisory certificated personnel for 1997-98. Any such revision will be effectuated by a salary adjustment retroactive to the beginning of this contract.
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 Deputy Superintendent.
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.

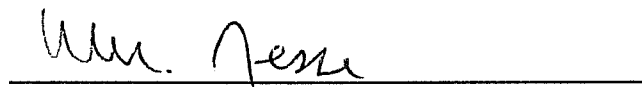
5. In addition to annual salary, Mr. Riddle shall receive the following in consideration for the faithful performance of his duties:
- a. Twelve (12) days annual leave with compensation for illness, injury and emergencies, with unused leave to accumulate from year to year in accordance with law and District policy.
 - b. Holidays recognized by the District.
 - c. The same medical, dental and other insurance benefits provided other administrators.
 - d. In lieu of other expense reimbursement for in-District travel, Mr. Riddle shall receive \$344.51 per month to defray costs incurred using his 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.) Mr. Riddle 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. 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 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 (2) year period.
 - f. It is further understood that leave entitlements will be no less than those provided other administrators.
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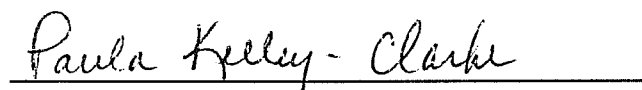
By signing the foregoing contract, Mr. Riddle and the Board agree to its terms.

ACCEPTED this 13th day of May, 1997.



Deputy Superintendent

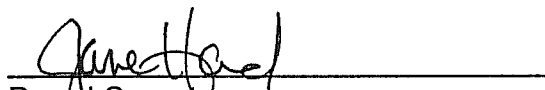

Board President


Board Vice President

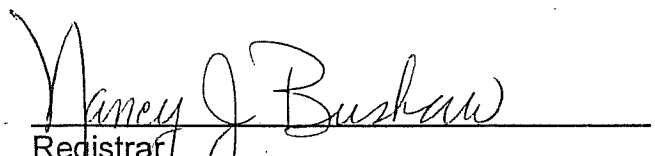

Member


Member


Member


Board Secretary

Approved and Registered
Jane Hammond, Superintendent


Registrar

6/30/97
Date

Everett School District No. 2
Everett, Washington

Human Resources Department
June 30, 1997

ADDENDUM TO 1997-98 CONTRACT

Employee: Jeffrey S. Riddle

The 1997-98 Employment Contract previously entered into by the above named employee is hereby amended to reflect the salary adjustment provided by paragraph 1 of the Contract. The adjustment as approved by the Board of Directors on June 16, 1997 is three percent (3%), effective July 1, 1997. Revised annual salary for the 1997-98 school year is \$94,061.

Signed: Gregory A. Roberts
Director of Human Resources

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

Employee:

Date:

Position: Team Leader

Salary: \$

Step:

FTE: 1.00

Commencing: July 1, 1997

Ending: June 30, 1998

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 is subject to revisions for 1997-98 period enumerated above to ensure that it is adjusted by the percentage increase applicable to non-supervisory certificated personnel for 1997-98. 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 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 (2) year period.

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

f. In lieu of other expense reimbursement for in-District travel, the Employee shall receive \$344.51 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 Team Leader.) 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: _____	_____	Signed: _____
Employee	Dated	Jane Hammond, Secretary Board of Directors
By: _____	_____	Dated: _____
Registrar	Dated	

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

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

Employee:

Date:

Position:

Salary: \$

Step:

FTE:

Commencing: July 1, 1997

Ending: June 30, 1998

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/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 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 (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	Jane Hammond, Secretary Board of Directors
By: _____	_____	Dated: _____
Registrar	Dated	

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

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

Employee: _____ Date: _____
Position: _____
Salary: \$ _____ Step: _____ FTE: _____
Commencing: July 1, 1997 Ending: June 30, 1998 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/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. Unused vacation shall be compensable upon termination of employment to a maximum of thirty (30) days. Up to nine (9) days of unused vacation 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 (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	Jane Hammond, Secretary Board of Directors
By: _____	_____	Dated: _____
Registrar	Dated	

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

EVERETT SCHOOL DISTRICT NO. 2
CLASSIFIED ADMINISTRATIVE EMPLOYEE CONTRACT

Employee:

Date:

Position:

Salary: \$

Step:

FTE:

Commencing: July 1, 1997

Ending: June 30, 1998

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/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. Unused vacation shall be compensable upon termination of employment to a maximum of thirty (30) days. Up to nine (9) days of unused vacation 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 (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	Jane Hammond, Secretary Board of Directors
By: _____	_____	Dated: _____
Registrar	Dated	

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

5/12/97

ADMINISTRATORS SALARY PLACEMENT INTERIM -- 1997-98

<u>NAME</u>	<u>TITLE</u>	<u>STEP</u>
Riddle, Jeff	Deputy Superintendent	C
Axtell, Gary	Team Leader	D
Churn, Peggy	Team Leader	D
Holladay, Royce	Team Leader	D
Cushing, Kay	Director	E
Gunn, Michael	Director	E
Roberts, Greg	Director	E
Viger, Byron	Director	E
Firn, Gregory	H.S. Principal	C
Hume, Graham	H.S. Principal	C
McGean, John	H.S. Principal	E (M.S. Level)
VanWinkle, Lee	H.S. Principal	E
Bowers, Carole	M.S. Principal	E
Butler, Linda	M.S. Principal	E
Evans, Lynn	M.S. Principal	E
Schaefer, Gretchen	M.S. Principal	E
Benzel, Cindy	Elementary Principal	E
Cobbs, Betty	Elementary Principal	E
Dedrick, Sue	Elementary Principal	E
Evans, John	Elementary Principal	E
Fisher, Linda	Elementary Principal	E
Fulton, Martha	Elementary Principal	C
Gardiner, Sheila	Elementary Principal	E
Koester, Karen	Elementary Principal	E
Lansdowne, Joy	Elementary Principal	E
Martinis, Anne	Elementary Principal	E
McNally, Jim	Elementary Principal	E
Mustell, Michele	Elementary Principal	D
Riley, Debbie	Elementary Principal	E
Schultz, Gerard	Elementary Principal	E
Walthall, Shirley	Elementary Principal	D
Bresko, John	Coordinator	E
Campbell, Gay	Coordinator	E
Jefferis, Gary	Coordinator	E
Louviere, Ron	Coordinator	E
Patten, Chuck	Coordinator	E*

ADMINISTRATORS SALARY PLACEMENT (CONT.)

INTERIM -- 1997-98

May 12, 1997

<u>NAME</u>	<u>TITLE</u>	<u>STEP</u>
Robbins, Gail	Coordinator	E
Timm, Anne	Coordinator	E
Ennis, Terry	Asst. H.S. Principal	E
Pringle, Jim	Asst. H.S. Principal	E
Smoke, Jane	Asst. H.S. Principal	E
Fraker, Deanna	Asst. H.S. Principal	E
Bennett, Geoffrey	Asst. H.S. Principal	B
Sullivan, Pat	Asst. H.S. Principal	E
Green, John	Asst. H.S. Principal	E
Lombardi, John	Asst. H.S. Principal	D
Stearns, Steve	Asst. H.S. Principal	C
Reedy, Karen	Asst. H.S. Principal	B (M.S. Level)
Bond, Mark	Asst. M.S. Principal	E
Caley, Ron	Asst. M.S. Principal	E
Moon, Bob	Asst. M.S. Principal	E
Shoup, John	Asst. M.S. Principal	C
Toland, Mark	Asst. M.S. Principal	A
Durkin, Kimberly	E.S. Asst. Principal	B
Jones, Cynthia	E.S. Asst. Principal	C
Kesler, Kelli	E.S. Asst. Principal	B
Snow, Denise	E.S. Asst. Principal	C
Baker, Lauriston	Supervisor	D
Bessemer, Ron	Supervisor	E**
Beyer, Nancy	Supervisor	E
Cheap, Elliott	Supervisor	D
Comeau, Juanita	Supervisor	B
Durocher, Larry	Supervisor	E
Elsaesser, Leslie	Supervisor	E
Galli, Laurence	Supervisor	D
Gutierrez, Kathleen	Supervisor	D
Jakutis, Kay	Supervisor	E
Jenkins, Scott	Supervisor	B
Kraintz, Ken	Supervisor	E
Lattyak, Jim	Supervisor	E
Power, Michael	Supervisor	E
Thorleifson, George, Jr.	Supervisor	D
Voorhees, Sydney	Supervisor	E

*At Director Level

**At Coordinator Level