

## RESOLUTION NO. 609

### Certificated - Non-Supervisory Employees

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 that ensuing school year be identified well in advance so that well-qualified replacements may be employed, and

WHEREAS, as of this date, salary schedules and other applicable terms of employment for the 1997-98 school year have not been adopted;

NOW, THEREFORE, BE IT RESOLVED as follows:

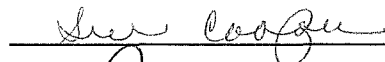
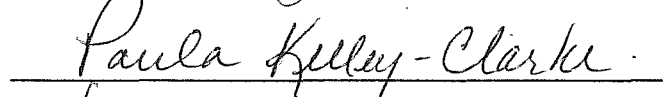
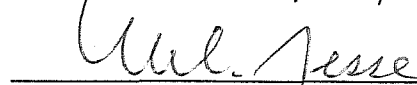
1. Individual employment contracts shall be issued forthwith, but not prior to May 15, 1997, to all non-supervisory certificated employees entitled to an offer of employment for the 1997-98 school year;
2. The Board hereby adopts the attached non-supervisory certificated employees salary schedules for application for the 1997-98 school year; and
3. The Superintendent is hereby directed to cause to be delivered forthwith to all non-supervisory certificated employees to be offered employment for the 1997-98 school year a completed contract in the form attached hereto and consistent with the attached salary schedules as it applies to each contract recipient.

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

EVERETT SCHOOL DISTRICT NO. 2

  
\_\_\_\_\_  
Superintendent

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

  
\_\_\_\_\_  
  
\_\_\_\_\_  
  
\_\_\_\_\_  
\_\_\_\_\_

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

Employee:  
Position: Non-Supervisory Certificated Employee  
School Year: 1997-98 FTE:  
Salary: \$ Placement: Step

Date:  
Days of Service:  
Highest Degree:

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: (a) accept the conditions of employment as prescribed by the laws of the State of Washington and by the policies, rules and regulations of the District; (b) perform such duties as are prescribed by the laws of the State of Washington and by the policies, rules and regulations of the District; (c) provide above-stated days of service exclusive of school holidays and vacation periods; (d) be subject to reassignment of duties not involving demotion by the Superintendent of Schools; (e) be paid in accordance with regulations of the District; (f) sign and return this contract within ten (10) days of the date of issuance above, and failure to return this contract within ten (10) days of the above date of issuance shall constitute a resignation or non-acceptance of re-employment.

It is further agreed that during the employment under this contract, the Employee shall be subject to the statues governing the public schools of the State of Washington including having a valid State of Washington professional education certificate for the entire period of the contract registered in the District administrative office.

This contract shall be subject to and consistent with Washington State law and the terms and conditions of the Collective Bargaining Agreement between the District and the Everett Education Association. In the event that any of the provisions of this employee contract shall be inconsistent with the provisions of the Collective Bargaining Agreement, then the terms of the Collective Bargaining Agreement shall prevail.

The annual 1997-98 salary may hereafter be adjusted retroactive to the effective date of the contract on the basis of subsequent board action consistent with State funding authorization laws and the Collective Bargaining Agreement between the District and the Everett Education Association.

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

IN WITNESS WHEREOF, we have hereunto subscribed our names.

Signed: \_\_\_\_\_  
Employee Dated

Signed: \_\_\_\_\_  
Jane Hammond, Secretary  
Board of Directors

By: \_\_\_\_\_  
Registrar Dated

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 NON-CONTINUING EMPLOYEE CONTRACT**

Employee:  
Position: Non-Supervisory Certificated Employee  
School Year: 1997-98 FTE:  
Salary: \$ Placement: Step

Date:  
Days of Service:  
Highest Degree:

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: (a) accept the conditions of employment as prescribed by the laws of the State of Washington and by the policies, rules and regulations of the District; (b) perform such duties as are prescribed by the laws of the State of Washington and by the policies, rules and regulations of the District; (c) provide above-stated days of service exclusive of school holidays and vacation periods; (d) be subject to reassignment of duties not involving demotion by the Superintendent of Schools; (e) be paid in accordance with regulations of the District; (f) sign and return this contract within ten (10) days of the date of issuance above, and failure to return this contract within ten (10) days of the above date of issuance shall constitute a resignation or non-acceptance of re-employment.

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 having a valid State of Washington professional education certificate for the entire period of the contract registered in the District administrative office.

This contract shall be subject to and consistent with Washington State law and the terms and conditions of the Collective Bargaining Agreement between the District and the Everett Education Association. In the event that any of the provisions of this employee contract shall be inconsistent with the provisions of the Collective Bargaining Agreement, then the terms of the Collective Bargaining Agreement shall prevail.

The annual 1997-98 salary may hereafter be increased retroactive to the effective date of the contract on the basis of subsequent board action consistent with State funding authorization laws and the Collective Bargaining Agreement between the District and the Everett Education Association.

The employee named herein is hired under RCW 28A.405.900 to replace a certificated employee who has been granted a leave by the District. This contract is for a maximum of one year only and is not a continuing contract under RCW 28A.405.210.

The employee and the Board of Directors of the District agree to its terms.

IN WITNESS WHEREOF, we have hereunto subscribed our names.

Signed: \_\_\_\_\_  
Employee Dated \_\_\_\_\_

Signed: \_\_\_\_\_  
Jane Hammond, Secretary  
Board of Directors

By: \_\_\_\_\_  
Registrar Dated \_\_\_\_\_

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  
PROVISIONAL CERTIFICATED EMPLOYEE CONTRACT**

Employee:		Date:
Position: Non-Supervisory Certificated Employee		
School Year: 1997-98	FTE:	Days of Service:
Salary: \$	Placement: Step	Highest Degree:

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: (a) accept the conditions of employment as prescribed by the laws of the State of Washington and by the policies, rules and regulations of the District; (b) perform such duties as are prescribed by the laws of the State of Washington and by the policies, rules and regulations of the District; (c) provide above-stated days of service exclusive of school holidays and vacation periods; (d) be subject to reassignment of duties not involving demotion by the Superintendent of Schools; (e) be paid in accordance with regulations of the District; (f) sign and return this contract within ten (10) days of the date of issuance above, and failure to return this contract within ten (10) days of the above date of issuance shall constitute a resignation or non-acceptance of re-employment.

It is understood and agreed that the employee named herein is a provisional employee and that the provisions of RCW 28A.405.220 are applicable.

It is further agreed that during the employment under this contract, the Employee shall be subject to the statues governing the public schools of the State of Washington including having a valid State of Washington professional education certificate for the entire period of the contract registered in the District administrative office.

This contract shall be subject to and consistent with Washington State law and the terms and conditions of the Collective Bargaining Agreement between the District and the Everett Education Association. In the event that any of the provisions of this employee contract shall be inconsistent with the provisions of the Collective Bargaining Agreement, then the terms of the Collective Bargaining Agreement shall prevail.

The annual 1997-98 salary may hereafter be adjusted retroactive to the effective date of the contract on the basis of subsequent board action consistent with State funding authorization laws and the Collective Bargaining Agreement between the District and the Everett Education Association.

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

IN WITNESS WHEREOF, we have hereunto subscribed our names.

Signed: \_\_\_\_\_  
Employee Dated \_\_\_\_\_

Signed: \_\_\_\_\_  
Jane Hammond, Secretary  
Board of Directors

By: \_\_\_\_\_  
Registrar Dated \_\_\_\_\_

Dated: \_\_\_\_\_

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

<p align="center"><b>EVERETT SCHOOL DISTRICT</b>  <b>INTERIM 1997-98 CERTIFICATED SALARY SCHEDULE</b></p>
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STEP	BA	BA + 15	BA + 30	BA + 45	BA + 60	BA + 75	BA + 90	BA + 105	BA + 120	BA + 135
0	22454	23134	23810	24502	25170	25852	26527	27203	27884	28565
1	23695	24372	25046	25730	26407	27090	27769	28446	29126	29803
2	24937	25613	26289	26969	27649	28324	29010	29689	30366	31046
3		26858	27533	28213	28892	29570	30249	30927	31605	32288
4		28093	28769	29450	30129	30809	31486	32165	32846	33523
5			30012	30694	31373	32049	32731	33413	34093	34768
6				31931	32609	33289	33972	34648	35329	36004
7				33171	33852	34529	35207	35889	36569	37248
8				34417	35091	35771	36448	37127	37811	38490
9					36333	37012	37689	38369	39046	39725
10					37572	38251	38932	39610	40290	40965
11					38810	39490	40172	40847	41528	42208
12						40731	41411	42088	42769	43447
13						41971	42655	43331	44010	44690
14						43318	44000	44677	45358	46038

Master	1796
Doctor	2245

<p align="center"><b>EVERETT SCHOOL DISTRICT</b></p> <p align="center"><b>INTERIM 1997-98 GRANDFATHERED CERTIFICATED SALARY SCHEDULE</b></p>
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STEP	BA	BA + 15	BA + 30	BA + 45	BA + 60	BA + 75	BA + 90	BA + 105	BA + 120	BA + 135
0	22454	23134	23810	24502	25170	25852	26527	27203	27884	28565
1	23695	24372	25046	25730	26407	27090	27769	28446	29126	29803
2	24937	25613	26289	26969	27649	28324	29010	29689	30366	31046
3		26858	27533	28213	28892	29570	30249	30927	31605	32288
4		28093	28769	29450	30129	30809	31486	32165	32846	33523
5		29338	30012	30694	31373	32049	32731	33413	34093	34768
6		30572	31246	31931	32609	33289	33972	34648	35329	36004
7		31813	32492	33171	33852	34529	35207	35889	36569	37248
8		33056	33733	34417	35091	35771	36448	37127	37811	38490
9		34295	34971	35652	36333	37012	37689	38369	39046	39725
10		35533	36214	36898	37572	38251	38932	39610	40290	40965
11		36772	37452	38134	38810	39490	40172	40847	41528	42208
12			38691	39372	40054	40731	41411	42088	42769	43447
13				40614	41292	41971	42655	43331	44010	44690
14						43318	44000	44677	45358	46038

Master	1796
Doctor	2245

5/12/97

<p align="center"><b>EVERETT SCHOOL DISTRICT</b>  <b>INTERIM 1997-98 REGULAR TRI SALARY SCHEDULE</b></p>
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STEP	BA	BA + 15	BA + 30	BA + 45	BA + 60	BA + 75	BA + 90	BA + 105	BA + 120	BA + 135
0	2040	2103	2164	2228	2288	2349	2411	2472	2536	2596
1	2154	2215	2277	2339	2401	2462	2523	2586	2648	2709
2	2267	2329	2390	2452	2515	2576	2636	2700	2761	2823
3		2442	2502	2566	2627	2688	2751	2811	2874	2935
4		2554	2617	2678	2739	2802	2863	2924	2987	3048
5			2729	2791	2853	2914	2975	3038	3100	3162
6				2903	2965	3027	3089	3149	3212	3273
7				3015	3077	3140	3201	3264	3324	3386
8				3129	3190	3252	3313	3376	3438	3499
9					3303	3364	3427	3488	3550	3611
10					3415	3478	3540	3600	3662	3724
11					3528	3590	3652	3714	3775	3837
12						3702	3764	3826	3889	3949
13						3815	3877	3940	4001	4062
14						3938	4000	4061	4123	4185
15						3938	4000	4061	4123	4185
16						3938	4000	4061	4123	4185
17						3938	4000	4061	4123	4185
18						3938	4000	4061	4123	4185
19						3938	4000	4061	4123	4185
20						3938	4000	4061	4123	4185
21						3938	4000	4061	4123	4185
22						3938	4000	4061	4123	4185
23						3938	4000	4061	4123	4185
24						4238	4300	4361	4423	4485

Master	163
Doctor	204

<p align="center"><b>EVERETT SCHOOL DISTRICT</b></p> <p align="center"><b>INTERIM 1997-98 GRANDFATHERED TRI SCHEDULE</b></p>
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STEP	BA	BA + 15	BA + 30	BA + 45	BA + 60	BA + 75	BA + 90	BA + 105	BA + 120	BA + 135
0	2040	2103	2164	2228	2288	2349	2411	2472	2536	2596
1	2154	2215	2277	2339	2401	2462	2523	2586	2648	2709
2	2267	2329	2390	2452	2515	2576	2636	2700	2761	2823
3		2442	2502	2566	2627	2688	2751	2811	2874	2935
4		2554	2617	2678	2739	2802	2863	2924	2987	3048
5		2668	2729	2791	2853	2914	2975	3038	3100	3162
6		2779	2839	2903	2965	3027	3089	3149	3212	3273
7		2891	2953	3015	3077	3140	3201	3264	3324	3386
8		3004	3065	3129	3190	3252	3313	3376	3438	3499
9		3117	3178	3242	3303	3364	3427	3488	3550	3611
10		3229	3291	3354	3415	3478	3540	3600	3662	3724
11		3342	3403	3466	3528	3590	3652	3714	3775	3837
12			3516	3580	3643	3702	3764	3826	3889	3949
13				3692	3754	3815	3877	3940	4001	4062
14						3938	4000	4061	4123	4185
15						3938	4000	4061	4123	4185
16						3938	4000	4061	4123	4185
17						3938	4000	4061	4123	4185
18						3938	4000	4061	4123	4185
19						3938	4000	4061	4123	4185
20						3938	4000	4061	4123	4185
21						3938	4000	4061	4123	4185
22						3938	4000	4061	4123	4185
23						3938	4000	4061	4123	4185
24						4238	4300	4361	4423	4485

Master	163
Doctor	204