

## RESOLUTION NO. 527

### 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

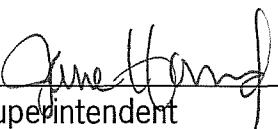
WHEREAS, it is essential to the success of the District's educational program that personnel vacancies for that ensuing school year be identified well in advance so that well-qualified replacements may be employed, and

WHEREAS, as of this date, salary schedules and other applicable terms of employment for the 1994-95 school year have not been adopted;

NOW, THEREFORE, BE IT RESOLVED as follows:


1. Individual employment contracts shall be issued forthwith to all non-supervisory certificated personnel entitled to an offer of employment for the 1994-95 school year;
2. The Board hereby adopts the attached non-supervisory certificated employees salary schedule for application for the 1994-95 school year;
3. The Superintendent is hereby directed to cause to be delivered forthwith to all non-supervisory certificated personnel to be offered employment for the 1994-95 school year a completed contract in the form attached hereto and consistent with the attached salary schedule as it applies to each contract recipient.

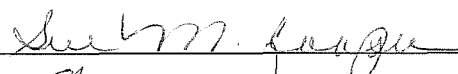
ADOPTED BY THE Board of Directors at a regular meeting thereof held June 6, 1994.

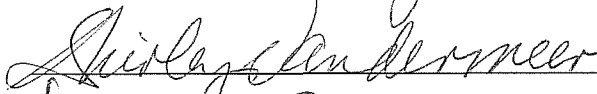
  
\_\_\_\_\_  
Superintendent

EVERETT SCHOOL DISTRICT NO. 2

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

  
\_\_\_\_\_  
Paul Baldwin

  
\_\_\_\_\_  
Shirley Anderson

  
\_\_\_\_\_  
Shirley Anderson

  
\_\_\_\_\_  
Wm. Jesse



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

Employee:

Date:

Position: Non-Supervisory Certificated Employee

School Year: 1994-95

FTE:

Days of Service:

Salary: \$

Placement:

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 RCW28A.405.220 are applicable.

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 offices.

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 1994-95 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 EMPLOYEE CONTRACT**

Employee:

Date:

Position: Non-Supervisory Certificated Employee

School Year: 1994-95

FTE:

Days of Service:

Salary: \$

Placement:

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

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 1994-95 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: _____ | Dated | Signed: _____                                 |
| Employee      |       | Jane Hammond, Secretary<br>Board of Directors |

|           |       |              |
|-----------|-------|--------------|
| By: _____ | Dated | Dated: _____ |
| Registrar |       |              |

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: 1994-95

Salary: \$

Date:

Days of Service:

Highest Degree:

FTE:

Placement:

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 offices.

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 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 RCW28A.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 RCW28A.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.





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| <p align="center"><b>EVERETT SCHOOL DISTRICT</b></p> <p align="center"><b>1994-95 CERTIFICATED SALARY SCHEDULE</b></p> |
|--|

| STEP | BA    | BA + 15 | BA + 30 | BA + 45 | BA + 60 | BA + 75 | BA + 90 | BA + 105 | BA + 120 | BA + 135 |
|------|-------|---------|---------|---------|---------|---------|---------|----------|----------|----------|
| 0    | 21464 | 22114   | 22759   | 23421   | 24060   | 24712   | 25357   | 26003    | 26654    | 27305    |
| 1    | 22649 | 23297   | 23941   | 24595   | 25243   | 25895   | 26544   | 27192    | 27841    | 28488    |
| 2    | 23837 | 24483   | 25130   | 25779   | 26429   | 27075   | 27731   | 28379    | 29027    | 29677    |
| 3    |       | 25673   | 26318   | 26968   | 27617   | 28265   | 28915   | 29563    | 30212    | 30864    |
| 4    |       | 26854   | 27500   | 28152   | 28800   | 29450   | 30098   | 30747    | 31397    | 32045    |
| 5    |       | 28044   | 28688   | 29339   | 29989   | 30635   | 31286   | 31939    | 32589    | 33234    |
| 6    |       | 29225   | 29868   | 30523   | 31172   | 31821   | 32473   | 33120    | 33770    | 34416    |
| 7    |       | 30409   | 31059   | 31708   | 32358   | 33006   | 33654   | 34305    | 34956    | 35605    |
| 8    |       | 31598   | 32245   | 32898   | 33544   | 34194   | 34841   | 35490    | 36143    | 36792    |
| 9    |       | 32782   | 33428   | 34079   | 34731   | 35379   | 36026   | 36677    | 37323    | 37972    |
| 10   |       | 33966   | 34617   | 35269   | 35915   | 36564   | 37214   | 37862    | 38512    | 39159    |
| 11   |       | 35150   | 35800   | 36452   | 37098   | 37749   | 38400   | 39045    | 39697    | 40346    |
| 12   |       |         | 36984   | 37636   | 38286   | 38934   | 39584   | 40232    | 40881    | 41530    |
| 13   |       |         |         | 38823   | 39471   | 40120   | 40774   | 41420    | 42069    | 42719    |
| 14   |       |         |         |         |         | 41407   | 42059   | 42706    | 43357    | 44007    |

|        |      |
|--------|------|
| Master | 1717 |
| Doctor | 2146 |



|   |
|---|
| <p align="center"><b>EVERETT SCHOOL DISTRICT</b><br/> <b>1994-95 GRANDFATHERED CERTIFICATED SALARY SCHEDULE</b></p> |
|---|

| STEP | BA    | BA + 15 | BA + 30 | BA + 45 | BA + 60 | BA + 75 | BA + 90 | BA + 105 | BA + 120 | BA + 135 |
|------|-------|---------|---------|---------|---------|---------|---------|----------|----------|----------|
| 0    | 21464 | 22114   | 22759   | 23421   | 24060   | 24712   | 25357   | 26003    | 26654    | 27305    |
| 1    | 22649 | 23297   | 23941   | 24595   | 25243   | 25895   | 26544   | 27192    | 27841    | 28488    |
| 2    | 23837 | 24483   | 25130   | 25779   | 26429   | 27075   | 27731   | 28379    | 29027    | 29677    |
| 3    |       | 25673   | 26318   | 26968   | 27617   | 28265   | 28915   | 29563    | 30212    | 30864    |
| 4    |       | 26854   | 27500   | 28152   | 28800   | 29450   | 30098   | 30747    | 31397    | 32045    |
| 5    |       | 28044   | 28688   | 29339   | 29989   | 30635   | 31286   | 31939    | 32589    | 33234    |
| 6    |       | 29225   | 29868   | 30523   | 31172   | 31821   | 32473   | 33120    | 33770    | 34416    |
| 7    |       | 30409   | 31059   | 31708   | 32358   | 33006   | 33654   | 34305    | 34956    | 35605    |
| 8    |       | 31598   | 32245   | 32898   | 33544   | 34194   | 34841   | 35490    | 36143    | 36792    |
| 9    |       | 32782   | 33428   | 34079   | 34731   | 35379   | 36026   | 36677    | 37323    | 37972    |
| 10   |       | 33966   | 34617   | 35269   | 35915   | 36564   | 37214   | 37862    | 38512    | 39159    |
| 11   |       | 35150   | 35800   | 36452   | 37098   | 37749   | 38400   | 39045    | 39697    | 40346    |
| 12   |       |         | 36984   | 37636   | 38286   | 38934   | 39584   | 40232    | 40881    | 41530    |
| 13   |       |         |         | 38823   | 39471   | 40120   | 40774   | 41420    | 42069    | 42719    |
| 14   |       |         |         |         |         | 41407   | 42059   | 42706    | 43357    | 44007    |

|        |      |
|--------|------|
| Master | 1717 |
| Doctor | 2146 |



|  |
|--|
| <p align="center"><b>EVERETT SCHOOL DISTRICT</b><br/> <b>1994-95 REGULAR TRI SALARY SCHEDULE</b></p> |
|--|

| STEP | BA   | BA + 15 | BA + 30 | BA + 45 | BA + 60 | BA + 75 | BA + 90 | BA + 105 | BA + 120 | BA + 135 |
|------|------|---------|---------|---------|---------|---------|---------|----------|----------|----------|
| 0    | 1962 | 2022    | 2081    | 2142    | 2200    | 2259    | 2318    | 2377     | 2438     | 2496     |
| 1    | 2071 | 2130    | 2189    | 2249    | 2309    | 2367    | 2426    | 2487     | 2546     | 2605     |
| 2    | 2180 | 2239    | 2298    | 2358    | 2418    | 2477    | 2535    | 2596     | 2655     | 2714     |
| 3    |      | 2348    | 2406    | 2467    | 2526    | 2585    | 2645    | 2703     | 2763     | 2822     |
| 4    |      | 2456    | 2516    | 2575    | 2634    | 2694    | 2753    | 2812     | 2872     | 2931     |
| 5    |      | 2565    | 2624    | 2684    | 2743    | 2802    | 2861    | 2921     | 2981     | 3040     |
| 6    |      |         |         | 2791    | 2851    | 2911    | 2970    | 3028     | 3088     | 3147     |
| 7    |      |         |         | 2899    | 2959    | 3019    | 3078    | 3138     | 3196     | 3256     |
| 8    |      |         |         | 3009    | 3067    | 3127    | 3186    | 3246     | 3306     | 3364     |
| 9    |      |         |         | 3117    | 3176    | 3235    | 3295    | 3354     | 3413     | 3472     |
| 10   |      |         |         | 3225    | 3284    | 3344    | 3404    | 3462     | 3521     | 3581     |
| 11   |      |         |         | 3333    | 3392    | 3452    | 3512    | 3571     | 3630     | 3689     |
| 12   |      |         |         | 3442    | 3501    | 3560    | 3619    | 3679     | 3739     | 3797     |
| 13   |      |         |         | 3550    | 3610    | 3668    | 3728    | 3788     | 3847     | 3906     |
| 14   |      |         |         |         |         | 3787    | 3846    | 3905     | 3964     | 4024     |

|        |     |
|--------|-----|
| Master | 157 |
| Doctor | 197 |



|   |
|---|
| <b>EVERETT SCHOOL DISTRICT</b><br><b>1994-95 GRANDFATHERED TRI SCHEDULE</b> |
|---|

| STEP | BA   | BA + 15 | BA + 30 | BA + 45 | BA + 60 | BA + 75 | BA + 90 | BA + 105 | BA + 120 | BA + 135 |
|------|------|---------|---------|---------|---------|---------|---------|----------|----------|----------|
| 0    | 1962 | 2022    | 2081    | 2142    | 2200    | 2259    | 2318    | 2377     | 2438     | 2496     |
| 1    | 2071 | 2130    | 2189    | 2249    | 2309    | 2367    | 2426    | 2487     | 2546     | 2605     |
| 2    | 2180 | 2239    | 2298    | 2358    | 2418    | 2477    | 2535    | 2596     | 2655     | 2714     |
| 3    |      | 2348    | 2406    | 2467    | 2526    | 2585    | 2645    | 2703     | 2763     | 2822     |
| 4    |      | 2456    | 2516    | 2575    | 2634    | 2694    | 2753    | 2812     | 2872     | 2931     |
| 5    |      | 2565    | 2624    | 2684    | 2743    | 2802    | 2861    | 2921     | 2981     | 3040     |
| 6    |      |         |         | 2791    | 2851    | 2911    | 2970    | 3028     | 3088     | 3147     |
| 7    |      |         |         | 2899    | 2959    | 3019    | 3078    | 3138     | 3196     | 3256     |
| 8    |      |         |         | 3009    | 3067    | 3127    | 3186    | 3246     | 3306     | 3364     |
| 9    |      |         |         | 3117    | 3176    | 3235    | 3295    | 3354     | 3413     | 3472     |
| 10   |      |         |         | 3225    | 3284    | 3344    | 3404    | 3462     | 3521     | 3581     |
| 11   |      |         |         | 3333    | 3392    | 3452    | 3512    | 3571     | 3630     | 3689     |
| 12   |      |         |         | 3442    | 3501    | 3560    | 3619    | 3679     | 3739     | 3797     |
| 13   |      |         |         | 3550    | 3610    | 3668    | 3728    | 3788     | 3847     | 3906     |
| 14   |      |         |         |         |         | 3787    | 3846    | 3905     | 3964     | 4024     |

|        |     |
|--------|-----|
| Master | 157 |
| Doctor | 197 |

