

RESOLUTION NO. 557

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

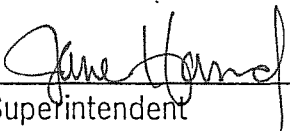
WHEREAS, it is essential to the success of the District's educational program that personnel vacancies for that ensuing school year be identified well in advance so that well-qualified replacements may be employed, and

WHEREAS, as of this date, salary schedules and other applicable terms of employment for the 1995-96 school year have not been adopted;

NOW, THEREFORE, BE IT RESOLVED as follows:

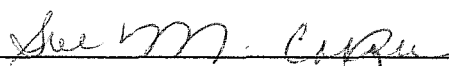
1. Individual employment contracts shall be issued forthwith to all non-supervisory certificated personnel entitled to an offer of employment for the 1995-96 school year;
2. The Board hereby adopts the 1994-95 non-supervisory certificated employee salary schedules on an interim basis for application to the 1995-96 school year exactly as said schedules were applied in 1994-95 that is, without additional salary, experience or educational credits, and;
3. The Superintendent is hereby directed to cause to be delivered forthwith to all non-supervisory certificated personnel to be offered employment for the 1995-96 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 May 15, 1995.

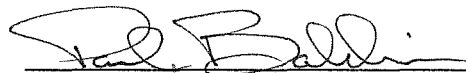


Superintendent

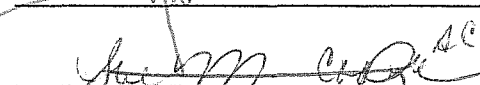
EVERETT SCHOOL DISTRICT NO. 2

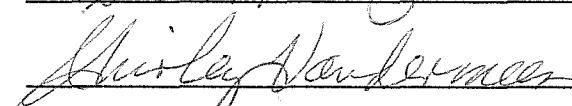


President, Board of Directors











EVERETT SCHOOL DISTRICT NO. 2
CERTIFICATED EMPLOYEE CONTRACT

Employee:

Date:

Position: Non-Supervisory Certificated Employee

School Year: 1995-96

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 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 and subject to the attached Rider. 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 1995-96 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: _____ 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 EMPLOYEE CONTRACT

RIDER

As of the date hereof, the District and the Everett Education Association ("Association") are engaged in negotiations for the 1995-96 school year and final certificated employee salary schedules and certain other employment terms for the 1995-96 school year have not yet been adopted.

Thus, it is understood and agreed that the specific terms and provisions of this contract, including salary, length of contract and the starting date of employment are subject to amendment and adjustment to conform to the applicable terms and conditions of any collective bargaining agreement covering 1995-96 hereafter entered into by the District and the Association, including any agreements as to the effective dates of specific terms of the collective bargaining agreement and to conform to any applicable policies hereafter lawfully adopted by the District.

Signed: _____
Employee Dated _____

Signed: _____
Jane Hammond, Secretary
Board of Directors

By: _____
Registrar Dated _____

Dated: _____

EVERETT SCHOOL DISTRICT NO. 2
CERTIFICATED NON-CONTINUING EMPLOYEE CONTRACT

Employee:

Date:

Position: Non-Supervisory Certificated Employee

School Year: 1995-96

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 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 and subject to the attached Rider. 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.

EVERETT SCHOOL DISTRICT NO. 2
CERTIFICATED NON-CONTINUING EMPLOYEE CONTRACT

RIDER

As of the date hereof, the District and the Everett Education Association ("Association") are engaged in negotiations for the 1995-96 school year and final certificated employee salary schedules and certain other employment terms for the 1995-96 school year have not yet been adopted.

Thus, it is understood and agreed that the specific terms and provisions of this contract, including salary, length of contract and the starting date of employment are subject to amendment and adjustment to conform to the applicable terms and conditions of any collective bargaining agreement covering 1995-96 hereafter entered into by the District and the Association, including any agreements as to the effective dates of specific terms of the collective bargaining agreement and to conform to any applicable policies hereafter lawfully adopted by the District.

Signed: _____
Employee Dated

Signed: _____
Jane Hammond, Secretary
Board of Directors

By: _____
Registrar Dated

Dated: _____

EVERETT SCHOOL DISTRICT NO. 2
PROVISIONAL CERTIFICATED EMPLOYEE CONTRACT

Employee:

Date:

Position: Non-Supervisory Certificated Employee

School Year: 1995-96

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 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 and subject to the attached Rider. 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 1995-96 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: _____	_____	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
PROVISIONAL CERTIFICATED EMPLOYEE CONTRACT

RIDER

As of the date hereof, the District and the Everett Education Association ("Association") are engaged in negotiations for the 1995-96 school year and final certificated employee salary schedules and certain other employment terms for the 1995-96 school year have not yet been adopted.

Thus, it is understood and agreed that the specific terms and provisions of this contract, including salary, length of contract and the starting date of employment are subject to amendment and adjustment to conform to the applicable terms and conditions of any collective bargaining agreement covering 1995-96 hereafter entered into by the District and the Association, including any agreements as to the effective dates of specific terms of the collective bargaining agreement and to conform to any applicable policies hereafter lawfully adopted by the District.

Signed: _____
Employee Dated

Signed: _____
Jane Hammond, Secretary
Board of Directors

By: _____
Registrar Dated

Dated: _____

<p>EVERETT SCHOOL DISTRICT</p> <p>INTERIM 1995-96 CERTIFICATED SALARY SCHEDULE</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			28688	29339	29989	30635	31286	31939	32589	33234
6				30523	31172	31821	32473	33120	33770	34416
7				31708	32358	33006	33654	34305	34956	35605
8				32898	33544	34194	34841	35490	36143	36792
9					34731	35379	36026	36677	37323	37972
10					35915	36564	37214	37862	38512	39159
11					37098	37749	38400	39045	39697	40346
12						38934	39584	40232	40881	41530
13						40120	40774	41420	42069	42719
14						41407	42059	42706	43357	44007

Master	1717
Doctor	2146

<p>EVERETT SCHOOL DISTRICT</p> <p>INTERIM 1995-96 GRANDFATHERED CERTIFICATED SALARY SCHEDULE</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

EVERETT SCHOOL DISTRICT
INTERIM 1995-96 REGULAR TRI SALARY SCHEDULE

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			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					3176	3235	3295	3354	3413	3472
10					3284	3344	3404	3462	3521	3581
11					3392	3452	3512	3571	3630	3689
12						3560	3619	3679	3739	3797
13						3668	3728	3788	3847	3906
14						3787	3846	3905	3964	4024
									Master Doctor	157 197

<p>EVERETT SCHOOL DISTRICT INTERIM 1995-96 GRANDFATHERED TRI SCHEDULE</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		2672	2730	2791	2851	2911	2970	3028	3088	3147
7		2780	2839	2899	2959	3019	3078	3138	3196	3256
8		2888	2947	3009	3067	3127	3186	3246	3306	3364
9		2997	3056	3117	3176	3235	3295	3354	3413	3472
10		3105	3164	3225	3284	3344	3404	3462	3521	3581
11		3213	3272	3333	3392	3452	3512	3571	3630	3689
12			3381	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