

RESOLUTION NO. 558

Individual Employment Contracts for Directors, Principals, Coordinators, and Supervisors

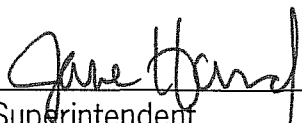
WHEREAS, the Board of Directors of Everett School District No. 2 has a statutory obligation to employ regular certificated personnel by written contract, and

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 1995-96 school year (see list attached hereto):
2. The Board hereby adopts the attached administrators salary schedule on an interim basis for application for the 1995-96 school year;
3. The Superintendent is hereby directed to cause to be delivered forthwith to all administrators to be offered employment for the 1995-96 school year a completed contract in the form attached hereto and consistent with the attached 1995-96 interim 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

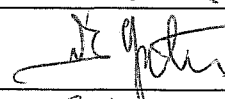
EVERETT SCHOOL DISTRICT NO. 2

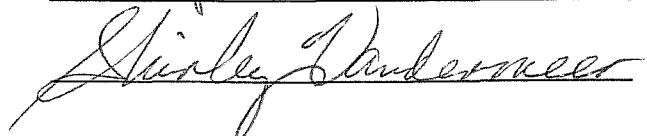


President, Board of Directors









EVERETT SCHOOL DISTRICT NO. 2
CERTIFICATED ADMINISTRATIVE EMPLOYEE CONTRACT

Employee:

Date:

Position:

Salary: \$

Step:

FTE:

Commencing: July 1, 1995

Ending: June 30, 1996

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 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.

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: _____
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 ADMINISTRATIVE EMPLOYEE CONTRACT

Employee:

Date:

Position:

Salary: \$

Step:

FTE:

Commencing: July 1, 1995

Ending: June 30, 1996

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 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.

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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.

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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: _____
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
CLASSIFIED ADMINISTRATIVE EMPLOYEE CONTRACT

Employee:

Date:

Position:

Salary: \$

Step

FTE:

Commencing: July 1, 1995

Ending: June 30, 1996

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 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.

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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.

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: _____
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
ADMINISTRATIVE SALARY SCHEDULE
INTERIM 1995-96**

POSITION	DAYS	A	B	C	D	E
DIRECTOR	224	68363	70412	72524	74699	76942
HIGH SCHOOL PRINCIPAL	224	68363	70412	72524	74699	76942
MIDDLE SCHOOL PRINCIPAL	224	62612	64489	66424	68415	70470
ELEMENTARY PRINCIPAL	224	60050	61855	63711	65624	67595
COORDINATOR	224	61331	63172	65069	67020	69027
HIGH SCHOOL ASSISTANT PRINCIPAL	220	59419	61202	63035	64929	66874
MIDDLE SCHOOL ASSISTANT PRINCIPAL	220	57505	59230	61008	62838	64720
SUPERVISOR	220	54306	55931	57610	59341	61123

NOTE: The salary schedule is subject to revision for 1995-96 to ensure that the schedule increase equals the percentage applicable to non-supervisory certificated personnel for 1995-96. Any such revision(s) will be effectuated by a salary adjustment retroactive to the beginning of the administrators contract year along with increment advancement where appropriate.

5/15/95

ADMINISTRATORS SALARY PLACEMENT
INTERIM - 1995-96

<u>NAME</u>	<u>TITLE</u>	<u>STEP</u>
Freeman, Evelyn	Director	E
Gunn, Michael	Director (Acting)	D
Patten, Chuck	Director	E
Rosmith, Everett	Director	E
Viger, Byron	Director	E
Axtell, Gary	H.S. Principal	E
VanWinkle, Lee	H.S. Principal	D
Anderson, Rolynn	H.S. Principal	C
McGean, John	H.S. Principal	E (M.S. Level)
Heidman, Judy	M.S. Principal	E
Bowers, Carole	M.S. Principal	E
Marriott, Virginia	M.S. Principal	E
Schaefer, Gretchen	M.S. Principal	E
McNally, Jim	Elementary Principal	E
Schultz, Gerard	Elementary Principal	C
Cobbs, Betty	Elementary Principal	E
Walthall, Shirley	Elementary Principal	A
Fisher, Linda	Elementary Principal	E
Lattyak, Jim	Elementary Principal	E
Lansdowne, Joy	Elementary Principal	E
Mustell, Michele	Elementary Principal	D
Koester, Karen	Elementary Principal	E
Dedrick, Sue	Elementary Principal	E
Martinis, Anne	Elementary Principal	E
Benzel, Cindy	Elementary Principal	E
Gardiner, Sheila	Elementary Principal	E
Glazer, Ed	Elementary Principal	E
Evans, John	Elementary Principal	E
Bresko, John	Coordinator	E
Jefferis, Gary	Coordinator	E

ADMINISTRATORS SALARY PLACEMENT (CONT.)

INTERIM - 1995-96

May 15, 1995

<u>NAME</u>	<u>TITLE</u>	<u>STEP</u>
Louviere, Ron	Coordinator	E
Robbins, Gail	Coordinator	E
Rymer, Marijo	Coordinator	E
Timm, Anne	Coordinator	E
Torgerson, Leann	Coordinator	E
Hume, Graham	Asst. H.S. Principal	E
Smoke, Jane	Asst. H.S. Principal	D
Pringle, Jim	Asst. H.S. Principal	E
Fraker, Deanna	Asst. H.S. Principal	E
Sullivan, Pat	Asst. H.S. Principal	E
Lombardi, John	Asst. H.S. Principal	A
Evans, Lynn	Asst. H.S. Principal	E (M.S. Level)
Corce, Doug	Asst. M.S. Principal	E
Moon, Bob	Asst. M.S. Principal	E
Bond, Mark	Asst. M.S. Principal	C
Caley, Ron	Asst. M.S. Principal	E
Bessemer, Ron	Supervisor	E
Beyer, Nancy	Supervisor	E
Durocher, Larry	Supervisor	E
Elsaesser, Leslie	Supervisor	E
Jakutis, Kay	Supervisor	E
Kraintz, Ken	Supervisor	E
Torgerson, Larry	Supervisor	E
Voorhees, Sydney	Supervisor	E