

RESOLUTION NO. 591

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

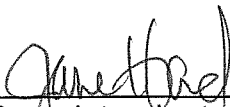
WHEREAS, it is essential to the success of the District's educational program that personnel vacancies for that ensuing school year be identified well in advance so that well-qualified replacements may be employed, and

WHEREAS, as of this date, salary schedules and other applicable terms of employment for the 1996-97 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 1996-97 school year;
2. The Board hereby adopts the attached non-supervisory certificated employees salary schedules for application for the 1996-97 school year; 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 1996-97 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 June 3, 1996.




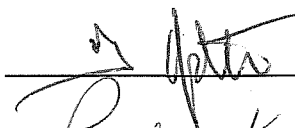
Superintendent

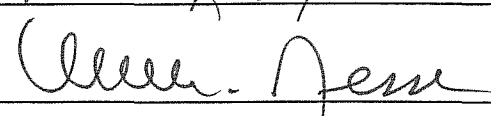
EVERETT SCHOOL DISTRICT NO. 2



President, Board of Directors





Paula Kelley-Clark


Green

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

Employee:
Position: Non-Supervisory Certificated Employee
School Year: 1996-97 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 1996-97 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: 1996-97 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 1996-97 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:
Position: Non-Supervisory Certificated Employee
School Year: 1996-97 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 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 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 1996-97 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
1996-97 CERTIFICATED SALARY SCHEDULE

STEP	BA	BA + 15	BA + 30	BA + 45	BA + 60	BA + 75	BA + 90	BA + 105	BA + 120	BA + 135
0	22367	23044	23717	24407	25072	25751	26424	27097	27775	28454
1	23602	24278	24949	25630	26305	26985	27661	28336	29013	29687
2	24840	25513	26187	26864	27541	28214	28897	29573	30248	30925
3		26753	27426	28103	28779	29455	30132	30807	31483	32163
4		27984	28657	29336	30012	30689	31364	32040	32718	33393
5			29895	30574	31251	31924	32603	33283	33960	34632
6				31807	32483	33160	33840	34513	35192	35864
7				33042	33720	34395	35070	35749	36427	37103
8				34283	34955	35632	36307	36983	37664	38341
9					36192	36868	37542	38220	38894	39570
10					37426	38102	38780	39456	40133	40806
11					38659	39337	40016	40688	41367	42044
12						40572	41250	41924	42602	43278
13						41808	42490	43163	43839	44516
14						43150	43829	44503	45182	45859
									Master Doctor	1789 2236

EVERETT SCHOOL DISTRICT
1996-97 GRANDFATHERED CERTIFICATED SALARY SCHEDULE

STEP	BA	BA + 15	BA + 30	BA + 45	BA + 60	BA + 75	BA + 90	BA + 105	BA + 120	BA + 135
0	22367	23044	23717	24407	25072	25751	26424	27097	27775	28454
1	23602	24278	24949	25630	26305	26985	27661	28336	29013	29687
2	24840	25513	26187	26864	27541	28214	28897	29573	30248	30925
3		26753	27426	28103	28779	29455	30132	30807	31483	32163
4		27984	28657	29336	30012	30689	31364	32040	32718	33393
5		29224	29895	30574	31251	31924	32603	33283	33960	34632
6		30454	31125	31807	32483	33160	33840	34513	35192	35864
7		31689	32366	33042	33720	34395	35070	35749	36427	37103
8		32927	33601	34283	34955	35632	36307	36983	37664	38341
9		34162	34835	35513	36192	36868	37542	38220	38894	39570
10		35395	36073	36754	37426	38102	38780	39456	40133	40806
11		36629	37307	37986	38659	39337	40016	40688	41367	42044
12			38540	39219	39898	40572	41250	41924	42602	43278
13				40457	41132	41808	42490	43163	43839	44516
14						43150	43829	44503	45182	45859
									Master Doctor	1789 2236

<p align="center">EVERETT SCHOOL DISTRICT 1995-97 REGULAR TRI SALARY SCHEDULE</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">EVERETT SCHOOL DISTRICT</p> <p align="center">1995-97 GRANDFATHERED TRI SCHEDULE</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	3953	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