

## RESOLUTION NO. 803

### Non-Supervisory Certificated 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

NOW, THEREFORE, BE IT RESOLVED as follows:

1. Individual employment contracts shall be issued promptly to all non-supervisory certificated employees entitled to an offer of employment for the 2004-2005 school year;
2. The Superintendent is hereby directed to cause to be delivered promptly to all non-supervisory certificated employees to be offered employment for the 2004-2005 school year a completed contract in the form attached hereto and consistent with the attached salary schedules as they apply to each contract recipient.

ADOPTED BY THE Board of Directors at a regular meeting thereof held May 25, 2004.

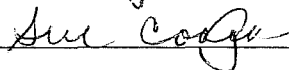
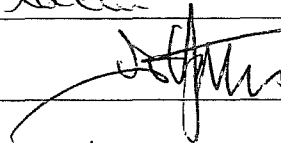
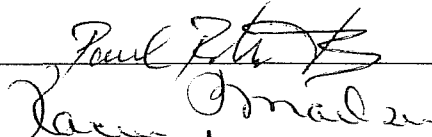
EVERETT SCHOOL DISTRICT NO. 2



Superintendent



President, Board of Directors



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

Employee:  
Position: Non-Supervisory Certificated Employee  
School Year: 2004-2005 FTE:  
Salary: \$ Placement:

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 2004-2005 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 Date

Signed: \_\_\_\_\_  
Carol Whitehead, Secretary  
Board of Directors

The original of this contract must be signed and returned within ten (10) days of issuance.

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

Employee:	Date:
Position:     Non-Supervisory Certificated Employee	
School Year: 2004-2005                     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 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 2004-2005 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                     Date	Carol Whitehead, Secretary Board of Directors

The original of this contract must be signed and returned within ten (10) days of issuance.

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

Employee:		Date:
Position:	Non-Supervisory Certificated Employee	
School Year:	2004-2005	FTE:
Salary: \$	Placement:	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 2004-2005 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 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: _____		Signed: _____
Employee	Date	Carol Whitehead, Secretary Board of Directors

The original of this contract must be signed and returned within ten (10) days of issuance.

**EVERETT SCHOOL DISTRICT NO. 2**  
**INITIAL 2004-2005 REGULAR CERTIFICATED EMPLOYEE SALARY SCHEDULE**

Step	BA	BA+15	BA+30	BA+45	BA+60	BA+75	BA+90	BA+105	BA+120	BA+135
0	28,915 <sup>a</sup>	29,792 <sup>a</sup>	30,662 <sup>b</sup>	31,554 <sup>b</sup>	32,414 <sup>b</sup>	33,290 <sup>b</sup>	34,160	35,031	35,907	36,785
1	30,514	31,387	32,204 <sup>b</sup>	33,134 <sup>b</sup>	34,007	34,886	35,760	36,630	37,507	38,379
2	31,895	32,664	33,524	34,393	35,260	36,120	36,996	37,863	38,727	39,592
3		33,588	34,430	35,282	36,130	36,978	37,827	38,675	39,524	40,377
4		34,786	35,622	36,468	37,306	38,148	38,988	39,826	40,671	41,510
5		35,969	36,793	37,633	38,464	39,292	40,129	40,965	41,799	42,626
6		37,482	38,306	39,149	39,978	40,812	41,649	42,479	43,313	44,142
7		38,615	39,441	40,265	41,090	41,912	42,735	43,564	44,388	45,213
8		40,125	40,947	41,777	42,596	43,422	44,242	45,067	45,896	46,720
9		41,627	42,449	43,277	44,101	44,927	45,748	46,575	47,395	48,220
10		43,130	43,958	44,788	45,604	46,431	47,258	48,080	48,906	49,725
11		44,636	45,461	46,289	47,109	47,937	48,761	49,580	50,407	51,232
12			46,965	47,792	48,619	49,440	50,265	51,089	51,915	52,737
13				49,299	50,122	50,945	51,776	52,598	53,420	54,247
14						52,582	53,408	54,230	55,058	55,880
									Master	2,402
									Doctor	3,002

<sup>a</sup>No full-time non-supervisory certificated employee will receive a base salary less than \$30,023.

<sup>b</sup>No full-time non-supervisory certificated employee with a Master's degree will receive a base salary less than \$35,995.

<p align="center">EVERETT SCHOOL DISTRICT NO. 2</p> <p align="center">INITIAL 2004-2005 TRI CERTIFICATED EMPLOYEE SALARY SCHEDULE</p>
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