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 wellqualified 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 nonsupervisory 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.

Whitekerel Superintendent

President, Board of Directors

EVERETT SCHOOL DISTRICT NO. 2

EVERETT SCHOOL DISTRICT NO. 2 CERTIFICATED EMPLOYEE CONTRACT

Date:

Employee:

Position		· -	
	Year: 2004-2005	FTE:	Days of Service:
Salary:	\$	Placement:	Highest Degree:
Washing employed State of duties as regulation and vacuation and return this contributes.	gton, hereinafter called the shall: (a) accept the converse washington and by the polings are prescribed by the laws ons of the District; (c) providuation periods; (d) be subjected at the subject of the Schools; (e) be somethin the contract within ten (1)	ne District, and the above conditions of employment as cies, rules and regulations of sof the State of Washington de above-stated days of servict to reassignment of duties paid in accordance with regulations.	rict No. 2, Snohomish County, e-named employee, that said prescribed by the laws of the f the District; (b) perform such and by the policies, rules and ice exclusive of school holidays not involving demotion by the ulations of the District; (f) signate above, and failure to return shall constitute a resignation or
be subje having a	ect to the statutes governing	g the public schools of the professional education certific	is contract, the Employee shall State of Washington including cate for the entire period of the
terms ar Everett E shall be	nd conditions of the Collect Education Association. In th	ctive Bargaining Agreement be event that any of the provi- ons of the Collective Bargain	Vashington State law and the between the District and the sions of this employee contract ling Agreement, then the terms
of the authoriza	contract on the basis of	subsequent board action of	retroactive to the effective date consistent with State funding between the District and the
Т	he Employee and the Board	of Directors of the District a	gree to its terms.
11	N WITNESS WHEREOF, we	e have hereunto subscribed o	our names.
Signed:	Employee	Signed: 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 PROVISIONAL CERTIFICATED EMPLOYEE CONTRACT

Employee:				Date:
Position: School Year: Salary: \$	Non-Supervisory C : 2004-2005	ertificated Emp FTE: Placement:	bloyee	Days of Service: Highest Degree:
It is he Washington, employee sha State of Wash duties as are regulations of and vacation Superintender and return this this contract w	hereinafter called the all: (a) accept the callington and by the polyprescribed by the law the District; (c) provide periods; (d) be subject of Schools; (e) be secontract within ten (between Evere ne District, and conditions of em licies, rules and is of the State of de above-stated ect to reassign paid in accorda	d the above-name apployment as prescringulations of the Diff Washington and be days of service excrent of duties not in the contract of duties and the date of issuance about the date	2, Snohomish County, demployee, that said ibed by the laws of the listrict; (b) perform such by the policies, rules and lusive of school holidays volving demotion by the sof the District; (f) sign ove, and failure to return onstitute a resignation or
	nderstood and agreed rovisions of RCW 28A			a provisional employee
be subject to having a valid	the statutes governing	ng the public so professional ed	hools of the State of the state of the contraction certificate for the contract of the contrac	ract, the Employee shall of Washington including r the entire period of the
terms and co Everett Educa shall be incon-	nditions of the Collection Association. In the	ctive Bargaining ne event that ar ions of the Colle	g Agreement betwe y of the provisions c ective Bargaining Ag	gton State law and the en the District and the of this employee contract reement, then the terms
of the contra	act on the basis of	subsequent be	oard action consist	tive to the effective date ent with State funding en the District and the
The Er	mployee and the Board	d of Directors of	the District agree to	its terms.
IN WIT	NESS WHEREOF, w	e have hereunt	o subscribed our nar	nes.
Signed:			Signed	
	loyee D	Date	Signed: Carol Whit Board of D	ehead, Secretary pirectors

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-Superviso	ory Certificated Employee	
School Year:	2004-2005	FTE:	Davs of Ser

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:	
J	Employee	Date	J	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	ВА	BA+15	BA+30	BA+45	BA+60	BA+75	BA+90	BA+105	BA+120	BA+135
0	28,915ª	29,792ª	30,662 ^b	31,554 ^b	32,414 ^b	33,290 ^b	34,160	35,031	35,907	36,785
1	30,514	31,387	32,204 ^b	33,134 ^b	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	£ 12 13 14 15 15 15 15 15 15 15 15 15 15 15 15 15	41,627	42,449	43,277	44,101	44,927	45,748	46,575	47,395	48,220
10	6 6 6 6	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	a					52,582	53,408	54,230	55,058	55,880
									Master	2,402
									Doctor	3,002

^aNo full-time non-supervisory certificated employee will receive a base salary less than \$30,023.

^bNo full-time non-supervisory certificated employee with a Master's degree will receive a base salary less than \$35,995.

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

Step	ВА	BA+15	BA+30	BA+45	BA+60	BA+75	BA+90	BA+105	BA+120	BA+135
0	3,625	3,738	3,845	3,960	4,066	4,174	4,284	4,393	4,505	4,614
1	3,830	3,936	4,046	4,156	4,267	4,375	4,485	4,597	4,705	4,815
2	4,335	4,454	4,571	4,689	4,809	4,926	5,042	5,163	5,281	5,399
3		5,325	5,456	5,596	5,728	5,864	5,999	6,130	6,266	6,401
4	20020	5,910	6,056	6,195	6,338	6,482	6,624	6,766	6,912	7,053
5		6,526	6,676	6,829	6,980	7,127	7,279	7,432	7,584	7,734
6		6,798	6,946	7,102	7,253	7,406	7,556	7,703	7,857	8,008
7		7,455	7,616	7,773	7,934	8,095	8,253	8,414	8,570	8,732
8		7,747	7,904	8,067	8,225	8,386	8,542	8,703	8,865	9,021
9		8,038	8,194	8,359	8,516	8,675	8,835	8,995	9,153	9,311
10		8,327	8,486	8,648	8,805	8,965	9,126	9,282	9,442	9,602
11		8,618	8,775	8,937	9,097	9,257	9,416	9,575	9,733	9,893
12			9,066	9,229	9,388	9,545	9,705	9,866	10,027	10,182
13				9,519	9,680	9,836	9,997	10,157	10,315	10,474
14						10,401	10,561	10,720	10,879	11,039
15						10,401	10,561	10,720	10,879	11,039
16						10,401	10,561	10,720	10,879	11,039
17					i .	10,401	10,561	10,720	10,879	11,039
18						10,401	10,561	10,720	10,879	11,039
-19						10,401	10,561	10,720	10,879	11,039
20	,					10,651	10,811	10,970	11,129	11,289
21						10,651	10,811	10,970	11,129	11,289
22						10,651	10,811	10,970	11,129	11,289
23						10,651	10,811	10,970	11,129	11,289
24						10,851	11,011	11,170	11,329	11,489
									Master	290
									Doctor	363