

## RESOLUTION NO. 851

Individual Employment Contracts  
For  
Associate Superintendents, Executive Directors,  
Directors, Managers, Specialists, and Principals

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 education program that personnel vacancies for the ensuing school year be identified well in advance so that well-qualified replacements may be employed;

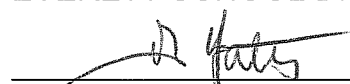
NOW, THEREFORE, BE IT RESOLVED as follows:


1. Individual employment contracts shall be issued promptly to all non-supervisory certificated employees entitled to an offer of employment for the 2006-2007 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 2006-2007 school year a completed contract in the form attached hereto and consistent with the attached salary schedules as they apply to each contract.

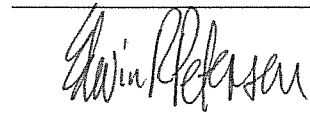
ADOPTED BY THE Board of Directors at a regular meeting thereof held  
June 6, 2006.


  
\_\_\_\_\_  
Superintendent

EVERETT SCHOOL DISTRICT NO. 2

  
\_\_\_\_\_  
President, Board of Directors

  
\_\_\_\_\_

  
\_\_\_\_\_

  
\_\_\_\_\_

  
\_\_\_\_\_

**EVERETT SCHOOL DISTRICT NO. 2  
CERTIFICATED ADMINISTRATIVE EMPLOYEE CONTRACT  
ADMINISTRATIVE SALARY SCHEDULE 1**

**Date of Issuance:**

**Employee:**

**Position:**

**Salary:**

**Step:**

**FTE:**

**Commencing:** July 1, 2006

**Ending:** June 30, 2007

**Work Days:** 218

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 the 2006-2007 salary for Employee. The annual salary shall be prorated on a monthly basis.
2. Employee's job performance shall be evaluated yearly by the Superintendent or his/her designee, with the results of said evaluation to be made known to Employee. Employee will be subject to discharge for sufficient cause as provided by law.
3. Employee may undertake consultative work, speaking engagements, writing, lecturing or other professional duties and obligations which do not conflict with Employee's duties.
4. Employee may, with the consent of the Superintendent, attend appropriate professional and other official meetings at the local, state and national level, the actual expenses of said attendance to be paid by the District. The District shall pay Employee's dues in the Washington Association of School Administrators, the American Association of School Administrators, the Association for Supervision and Curriculum Development, the Association for School Business Officials or similar professional organizations.
5. In addition to annual salary, Employee shall receive the following in consideration for the faithful performance of his/her duties:
  - a. Twelve (12) days of 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 Employee shall be no less than that provided non-supervisory certificated staff.
  - d. Twenty-nine (29) vacation days. Up to twenty (20) unused vacation days can be accumulated annually to a maximum of fifty (50) days. Such accumulated vacation may be taken in a subsequent year, provided that no more than six (6) weeks of continuous vacation will be permitted regardless of accumulations. Up to thirteen (13) days of unused vacation as of June 30 of any calendar year shall be compensable on the July pay warrant. To the extent consistent with law and without causing the District any financial penalty, unused vacation shall be compensable upon termination of employment to a maximum of thirty (30) days.
  - e. Twelve (12) supplemental days per year for extra days beyond the contracted work year paid at the Employee's per diem rate of pay prorated on a monthly basis.

- f. Leave entitlements will be no less than those provided under Board policy.
  - g. In lieu of other expense reimbursement for in-District travel, the Employee shall receive \$622.05 per month to defray costs incurred using his/her automobile for official travel. (Pursuant to RCW 42.24.090, it is the determination of the Board that this means of reimbursement is less costly than providing an automobile to the Executive Director.) The employee will also be entitled to out-of-District mileage, use of District vehicles, if available, for out-of-District travel and other expense reimbursement for official business as provided by law and District policy for administrators.
6. Employee shall (a) perform such duties in compliance with federal, state and local laws (including administrative rules and regulations) and with the policies, rules and regulations of the District; (b) provide above-stated days of service exclusive of school holidays and vacation periods; (c) be subject to reassignment and transfer by the Superintendent of Schools; and (d) be paid in monthly installments. Employee affirms that he or she is not bound by any other contract which might interfere with performance of duties under this contract.
7. It is further agreed that this contract shall not become effective: (1) unless Employee signs and returns the contract without modification to the District's Human Resources office within ten (10) days of the date of issuance; (2) until successful completion of a criminal background check and sexual misconduct check; and (3) until Employee registers with the District's Human Resources office (a) a valid State of Washington administrator's certificate or other certificate required by law as a condition to Employee's performance of his or her employment duties pursuant to this contract, (b) an official transcript of preparation, and (c) any other required credential. In the event Employee fails to sign and return this contract without modification within ten (10) days of the date of issuance, Employee shall be deemed to have waived any and all rights to employment by the District."

IN WITNESS WHEREOF, we have hereunto subscribed our names.

EVERETT SCHOOL DISTRICT NO. 2

EMPLOYEE

By: \_\_\_\_\_  
Superintendent

By: \_\_\_\_\_

I certify that this contract had been duly authorized  
by the District's Board of Directors

Who, by affixing his or her signature, hereby  
accepts the terms of this contract

DATE: \_\_\_\_\_

DATE: \_\_\_\_\_

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

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

**Date of Issuance:**

**Employee:**

**Position:**

**Salary:**

**Step:** NA

**FTE:**

**Commencing:** July 1, 2006

**Ending:** June 30, 2007

**Work Days:** 218

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 the 2006-2007 salary for Employee. The annual salary shall be prorated on a monthly basis.
2. Employee's job performance shall be evaluated yearly by the Superintendent or his/her designee, with the results of said evaluation to be made known to Employee. Employee will be subject to discharge for sufficient cause as provided by law.
3. The District shall pay Employee's dues in either the Washington Association of School Administrators or the Association of Washington School Principals.
4. In addition to annual salary, Employee shall receive the following in consideration for the faithful performance of his/her duties:
  - a. Twelve (12) days of 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 Employee shall be no less than that provided non-supervisory certificated staff.
  - d. Twenty-nine (29) vacation days. 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 will be permitted regardless of accumulations. Up to thirteen (13) days of unused vacation as of June 30 of any calendar year shall be compensable on the July pay warrant. To the extent consistent with law and without causing the District any financial penalty, 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 under Board policy.
5. Employee shall (a) perform such duties in compliance with federal, state and local laws (including administrative rules and regulations) and with the policies, rules and regulations of the District; (b) provide above-stated days of service exclusive of school holidays and vacation periods; (c) be subject to reassignment and transfer by the Superintendent of Schools; and (d) be paid in monthly installments. Employee affirms that he or she is not bound by any other contract which might interfere with performance of duties under this contract.

6. It is further agreed that this contract shall not become effective: (1) unless Employee signs and returns the contract without modification to the District's Human Resources office within ten (10) days of the date of issuance; (2) until successful completion of a criminal background check and sexual misconduct check; and (3) until Employee registers with the District's Human Resources office (a) a valid State of Washington administrator's certificate or other certificate required by law as a condition to Employee's performance of his or her employment duties pursuant to this contract, (b) an official transcript of preparation, and (c) any other required credential. In the event Employee fails to sign and return this contract without modification within ten (10) days of the date of issuance, Employee shall be deemed to have waived any and all rights to employment by the District.

IN WITNESS WHEREOF, we have hereunto subscribed our names.

EVERETT SCHOOL DISTRICT NO. 2

EMPLOYEE

By: \_\_\_\_\_  
Superintendent

By: \_\_\_\_\_

I certify that this contract had been duly authorized  
by the District's Board of Directors

Who, by affixing his or her signature, hereby  
accepts the terms of this contract

DATE: \_\_\_\_\_

DATE: \_\_\_\_\_

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

**Date of Issuance:**

**Employee:**

**Position:**

**Salary:**

**Step:** NA

**FTE:**

**Commencing:** July 1, 2006

**Ending:** June 30, 2007

**Work Days:** 214

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 the 2006-2007 salary for Employee. The annual salary shall be prorated on a monthly basis.
2. Employee's job performance shall be evaluated yearly by the Superintendent or his/her designee, with the results of said evaluation to be made known to Employee. Employee will be subject to discharge for sufficient cause as provided by law.
3. The District shall pay Employee's dues in either the Washington Association of School Administrators or the Association of Washington School Principals.
4. In addition to annual salary, Employee shall receive the following in consideration for the faithful performance of his/her duties:
  - a. Twelve (12) days of 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 Employee shall be no less than that provided non-supervisory certificated staff.
  - d. Twenty-nine (29) vacation days. 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 will be permitted regardless of accumulations. Up to thirteen (13) days of unused vacation as of June 30 of any calendar year shall be compensable on the July pay warrant. To the extent consistent with law and without causing the District any financial penalty, 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 under Board policy.
  - f. Four (4) non-contract days shall be provided. Scheduling of these days shall be mutually determined by Employee and his/her supervisor.
5. Employee shall (a) perform such duties in compliance with federal, state and local laws (including administrative rules and regulations) and with the policies, rules and regulations of the District; (b) provide above-stated days of service exclusive of school holidays and vacation periods; (c) be subject to reassignment and transfer by the Superintendent of Schools; and (d) be paid in monthly installments. Employee affirms

that he or she is not bound by any other contract which might interfere with performance of duties under this contract.

6. It is further agreed that this contract shall not become effective: (1) unless Employee signs and returns the contract without modification to the District's Human Resources office within ten (10) days of the date of issuance; (2) until successful completion of a criminal background check and sexual misconduct check; and (3) until Employee registers with the District's Human Resources office (a) a valid State of Washington administrator's certificate or other certificate required by law as a condition to Employee's performance of his or her employment duties pursuant to this contract, (b) an official transcript of preparation, and (c) any other required credential. In the event Employee fails to sign and return this contract without modification within ten (10) days of the date of issuance, Employee shall be deemed to have waived any and all rights to employment by the District.

IN WITNESS WHEREOF, we have hereunto subscribed our names.

EVERETT SCHOOL DISTRICT NO. 2

EMPLOYEE

By: \_\_\_\_\_  
Superintendent

By: \_\_\_\_\_

I certify that this contract had been duly authorized  
by the District's Board of Directors

Who, by affixing his or her signature, hereby  
accepts the terms of this contract

DATE: \_\_\_\_\_

DATE: \_\_\_\_\_

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

**EVERETT SCHOOL DISTRICT NO. 2**  
**CLASSIFIED ADMINISTRATIVE EMPLOYEE CONTRACT**

**Date of Issuance:**

**Employee:**

**Position:**

**Salary:**

**Step:**

**FTE:**

**Commencing:** July 1, 2006

**Ending:** June 30, 2007

**Work Days:** 218

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 the 2006-2007 salary for Employee. The annual salary shall be prorated on a monthly basis.
2. Employee's job performance shall be evaluated yearly by the Superintendent or his/her designee, with the results of said evaluation to be made known to Employee. Employee will be subject to discharge for sufficient cause as provided by law.
3. The District shall pay Employee's dues in either the Washington Association of School Administrators or the Washington Association of School Business Officials.
4. In addition to annual salary, Employee shall receive the following in consideration for the faithful performance of his/her duties:
  - a. Twelve (12) days of 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 Employee shall be no less than that provided non-supervisory certificated staff.
  - d. Twenty-nine (29) vacation days. 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 will be permitted regardless of accumulations. Up to thirteen (13) days of unused vacation as of June 30 of any calendar year shall be compensable on the July pay warrant. To the extent consistent with law and without causing the District any financial penalty, 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 under Board policy.
5. Employee shall (a) perform such duties in compliance with federal, state and local laws (including administrative rules and regulations) and with the policies, rules and regulations of the District; (b) provide above-stated days of service exclusive of school holidays and vacation periods; (c) be subject to reassignment and transfer by the Superintendent of Schools; and (d) be paid in monthly installments. Employee affirms that he or she is not bound by any other contract which might interfere with performance of duties under this contract.



6. It is further agreed that this contract shall not become effective: (1) unless Employee signs and returns the contract without modification to the District's Human Resources office within ten (10) days of the date of issuance; (2) until successful completion of a criminal background check and sexual misconduct check; and (3) until Employee registers with the District's Human Resources office (a) an official transcript of preparation and (b) any other required credential. In the event Employee fails to sign and return this contract without modification within ten (10) days of the date of issuance, Employee shall be deemed to have waived any and all rights to employment by the District.

IN WITNESS WHEREOF, we have hereunto subscribed our names.

EVERETT SCHOOL DISTRICT NO. 2

EMPLOYEE

By: \_\_\_\_\_  
Superintendent

By: \_\_\_\_\_

I certify that this contract had been duly authorized  
by the District's Board of Directors

Who, by affixing his or her signature, hereby  
accepts the terms of this contract

DATE: \_\_\_\_\_

DATE: \_\_\_\_\_

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

# ADMINISTRATORS SALARY PLACEMENT 2006-2007

## NAME

## TITLE

Brandsma, Karst William  
Collard, Robert

Associate Superintendent of Instruction  
Associate Superintendent of Finance & Operations

Edwards, Terry W.  
Evans, Carolyn  
Larsen-McDowell, Kristine  
McNally, James P.  
Ringo, Molly S.

Executive Director of Curriculum, Alignment and Implementation  
Executive Director of Area 2 Schools  
Executive Director of Special Services  
Executive Director of Area 1 Schools  
Executive Director of Human Resources

Dedrick, Suzanne  
Gunn, Mike Thomas  
Jefferis, Gary L.  
Moore, Jeffrey D.  
Slone, Mary Anne  
Toyn, Kenneth D.  
Waggoner, Mary M.  
Williams, Richard E.

Director I of Categorical Programs  
Director I of Facilities & Planning  
Director I of Maintenance & Operations  
Director I of Finance  
Director I of Curriculum and Instruction  
Director I of Technology  
Director I of Communications  
Director I of Curriculum and Assessment

Booth, Charles P.

Planning Administrator

Beumel, Harold H.  
Durkin, Kimberly A.  
Fabian, Joanne  
Fender, Carl  
Hagevik-Seaberg, Randi Kirsten  
Polk, Robert Charles  
Stolz, Carol L.

Director II of Facilities & Planning  
Director II of Special Services  
Director II of Student Success/On-Time Graduation  
Director II of Career and Technical Education  
Director II of Human Resources  
Director II of Athletics  
Director II of Human Resources

McCann, Suzanne R.  
Rice, Newel S.  
Rogers, Beverly Ann  
Webber, Debbie L.  
Zeutenhorst, Gina L.

Manager of Community Services  
Manager of Information Systems & Technology  
Manager of Payroll  
Manager of Food & Nutrition  
Manager of Accounting

Biggs, Philip William  
Buiteweg, Joanne Judith  
Comfort, Loretta M.  
Jenkins, Scott M.  
Lahey, Lynn  
Larsen, Allison E. C.  
Sotak, Robert J.

Curriculum Specialist  
Curriculum Specialist  
Curriculum Specialist  
Curriculum Specialist  
Curriculum Specialist  
Curriculum Specialist  
Curriculum Specialist

Cheshire, Terry Lee  
Dean, James Edward  
Matthews, Catherine Elizabeth

High School Principal  
High School Principal  
High School Principal

Gelderman, Gregory James  
Jones, David W.  
Minehan-Stewart, Joyce Ann  
Shepherd, Kelly Ann  
Woods, Cathy Ann  
Lancaster, Sally

Middle School Principal  
Middle School Principal  
Middle School Principal  
Middle School Principal  
Middle School Principal  
Alternative School Principal

ADMINISTRATORS SALARY PLACEMENT (CONT.)

2006-2007

May 16, 2006

NAME

TITLE

Brenner, Tobias C.	Elementary School Principal
Cobbs, Betty J.	Elementary School Principal
Fuglevand, Brenda Jo	Elementary School Principal
Gauksheim, Patricia Y.	Elementary School Principal
Gillingham, Janet	Elementary School Principal
Holzman, Gerard	Elementary School Principal
Jones, Cynthia Treffinger	Elementary School Principal
Kettler, Wayne	Elementary School Principal
Lenseigne, Kert B.	Elementary School Principal
O'Brien, Mary Elizabeth	Elementary School Principal
Opprud, Mary A.	Elementary School Principal
Petillo, Shelley S.	Elementary School Principal
Phinney-Mill, Janelle	Elementary School Principal
Tokumoto Isacson, Jill Junko	Elementary School Principal
Toland, Mark D.	Elementary School Principal
Welsh, Colleen C.	Elementary School Principal
Clapp, Kelly	High School Assistant Principal
Fritts, Lawrence L.	High School Assistant Principal
Frost, Andrew W.	High School Assistant Principal
Lichty, Donald Thomas	High School Assistant Principal
Peters, David Scott	High School Assistant Principal
Roy, Jack	High School Assistant Principal
Stearns, Stephen	High School Assistant Principal
Brossoit, Joyce Lynn	Middle School Assistant Principal
Jorgensen, Christopher	Middle School Assistant Principal
Nunes, Elizabeth A.	Middle School Assistant Principal
Scott, Peter	Middle School Assistant Principal
Smoke, Jane C.	Middle School Assistant Principal
Fitch, Brian Keith	Elementary School Assistant Principal

# EVERETT PUBLIC SCHOOLS

## INTERIM

### ADMINISTRATIVE SALARY SCHEDULE 1 2006-2007

POSITION	SALARY
ASSOCIATE SUPERINTENDENT	125,413
EXECUTIVE DIRECTOR	118,753

\$3,127 for Doctoral Degree  
\$2,503 for MBA/CPA/ARR

**Effective July 1, 2006**

**NOTE:** This salary schedule will be increased as reflected in the adjusted salary schedule approved by the Board of Directors by a percentage comparable to that provided to non-supervisory certificated employees for 2006-2007. Any such revision will be effectuated by a salary adjustment retroactive to July 1, 2006.

# EVERETT PUBLIC SCHOOLS

## INTERIM

### ADMINISTRATIVE SALARY SCHEDULE 2 2006-2007

POSITION	SALARY
DIRECTOR I	105,626
PLANNING ADMINISTRATOR	96,742
DIRECTOR II	94,760
MANAGER SPECIALIST	83,910

\$3,127 for Doctoral Degree  
\$2,503 for MBA/CPA/ARR

**Effective July 1, 2006**

**NOTE:** This salary schedule will be increased as reflected in the adjusted salary schedule approved by the Board of Directors by a percentage comparable to that provided to non-supervisory certificated employees for 2006-2007. Any such revision will be effectuated by a salary adjustment retroactive to July 1, 2006.

# EVERETT PUBLIC SCHOOLS

## INTERIM

### SCHOOL ADMINISTRATIVE SALARY SCHEDULE 2006-2007

POSITION	SALARY
HIGH SCHOOL PRINCIPAL	105,626
MIDDLE SCHOOL PRINCIPAL ALTERNATIVE SCHOOL PRINCIPAL	96,742
ELEMENTARY SCHOOL PRINCIPAL	94,760
HIGH SCHOOL ASSISTANT PRINCIPAL	91,805
MIDDLE SCHOOL ASSISTANT PRINCIPAL ALTERNATIVE SCHOOL ASSISTANT PRINCIPAL	88,849
ELEMENTARY SCHOOL ASSISTANT PRINCIPAL	83,910

\$3,127 for Doctoral Degree

**Effective July 1, 2006**

**NOTE:** This salary schedule will be increased following the conclusion of (meet and confer) discussions with representatives of EASA. Any such revision will be effectuated by a salary adjustment retroactive to July 1, 2006.