

Employment Contracts

The district shall contract annually with each applicable staff member. Such contract shall be in conformity with state law and the policies and negotiated agreements of the district. The contract shall be binding on the district and on the staff member and may not be abridged or abrogated during its term by either party except by mutual consent or as may be provided elsewhere in operational procedures or in negotiated agreements.

The contracts for certificated staff shall be written for a period not to exceed one (1) year. Upon the recommendation of the superintendent, contracts for selected classified staff may be in writing and/or for a specific period of time not to exceed one (1) year. Otherwise, the employment of classified staff shall be on a month-to-month basis commencing from the first day of work.

Supplemental contracts, which are not subject to the continuing contract statute, shall be issued for services to be rendered in addition to a staff member's normal full-time assignment.

1. Certificated Staff Contracts

The district, upon recommendation of the superintendent and approval by a majority of the Board of Directors, shall offer a certificated staff contract to the applicant so recommended and approved, such contract to state the salary to be paid based upon the applicable salary schedule, the number of days of service, effective date and term of the contract, and to include the following statement:

Failure to return this contract within ten (10) days of the above date of issuance shall constitute a resignation or nonacceptance of employment or re-employment.

And when applicable:

This contract shall be subject to the terms and conditions of any collective bargaining agreement between the district and the organization certified or recognized as the negotiating representative for the certificated staff employed by the board. In the event that any of the provisions of this individual staff member contract shall be inconsistent with the provisions of any such collective bargaining agreement, then the terms of the collective bargaining agreement shall prevail.

2. Provisional Employment

The district shall issue to certificated first (1st) and second (2nd)-year teaching or other non-supervisory certificated staff a provisional contract for provisional employees who are subject to non-renewal of employment as provided by law for such staff members. Staff who have completed a two (2) year provisional term with another Washington State school district shall be provisional employees only during their first (1st) year with the district. Such provisional contract shall include the following rider:

It is understood and agreed that the staff member has not completed two (2) years of employment in a Washington State public school district and at least one (1) year of employment in the district in a teaching or other non-supervisory certificated position and that the provisions of RCW 28A.405.220 are applicable during the first two (2) years of certificated employment of the staff member by the district or first year of employment with the district if the staff member has completed at least two (2) years of employment in another Washington State public school district.

3. Persons Replacing Certificated Staff on Leave

The district shall issue replacement employee contracts upon the recommendation of the superintendent and action of the board, to certificated staff who replace certificated staff who have been granted leaves. Such contracts shall be for the duration of the leave only and are not subject to the terms of the continuing contract law. Such contracts shall clearly state the terms and conditions of the contract. The replacement employee contract shall include the following rider:

It is understood and agreed that the staff member is employed pursuant to the provisions of RCW 28A.405.900 to replace a staff member who has been granted a leave of absence by the district. In accordance with the provisions of RCW 28A.405.900, this contract shall expire automatically at the end of the contract terms set forth herein and is not subject to the provisions of RCW 28A.405.210.

4. Adjustments

The district shall provide for the review and adjustment of certificated staff contracts on the basis of information filed with the human resources office by the timeline specified in the collective bargaining agreement. The staff member shall provide the human resources office, according to schedule, with the required information, including official college or university transcripts, official records of degrees completed, official records of approval and completion of authorized work for equivalent credits and all other pertinent data for contract adjustment purposes.

5. Supplemental Employment Agreements

The district shall issue separate supplemental employment agreements to certificated staff for service to be rendered in excess of a normal full-time assignment, or for service to be rendered beyond the scheduled staff day, or for service to be performed beyond the scheduled staff year. Such agreement shall specify time assignment, activities assignment and special responsibility assignment. Supplemental contracts will also be issued for co-curricular and extracurricular activities and special responsibility assignments. Separate agreements shall not exceed one (1) year, and, if not renewed, shall not constitute an adverse change in contract status. Salary for services performed under supplemental employment agreements shall be paid according to the current salary schedule for supervision of co-curricular activities or, in the case of extended time assignments, according to the applicable provisions for payment for the services rendered.

Cross References:

(cf.: 5254 – Probation, Non-renewal, Termination)

Legal References:

- RCW 28A.330.100 Additional powers of the board
- RCW 28A.400.300 Hiring and discharging employees—Leaves for employees—Seniority and leave benefits, retention upon transfer between schools
- RCW 28A.400.315 Employment contracts [not retroactive]
- RCW 28A.405.210 Conditions and contracts of employment—Determination of probable cause for non-renewal of contracts—Notice—Opportunity for hearing
- RCW 28A.405.220 Conditions and contracts of employment—Non-renewal of provisional employees—Procedure
- RCW 28A.405.240 Conditions and contracts of employment—Supplemental contracts, when—Continuing contract provisions, not applicable to
- RCW 28A.405.900 Certain certificated employees exempt from chapter provisions

Adoption Date:

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