

PERSONNEL

Contracts

A. Certificated Staff Contracts

The District will write contracts for certificated staff for a period not to exceed one year. Upon recommendation of the superintendent and approval by a majority of the board of directors, the District will offer a certificated staff contract to the recommended and approved applicant. Such contract will 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.

The District will issue a “provisional contract” to first, second, and third year certificated teaching staff and other non-supervisory certificated staff who are “provisional employees,” subject to non-renewal of employment as provided by law.

Contracts with retire-rehires and persons replacing certificated staff on leave are not subject to the continuing contract law, and will include the following rider: “It is understood and agreed that the staff member is employed pursuant to the provisions of RCW 28A.405.900. In accordance with the provisions of RCW 28A.405.900, this contract expires automatically at the end of the contract terms set forth herein and is not subject to the provisions of RCW 28A.405.210.

Principal Contracts

The board reserves the right to offer a principal a two or three-year contract, provided the principal meets the following criteria:

1. They have been employed as principals for three or more consecutive years.
2. They have been recommended by the superintendent as candidates for a two- or three-year contract because they have demonstrated the ability to stabilize instructional practices and received a rating of level 3 or above in their most recent comprehensive performance evaluation under RCW 28A.405.100.
3. They have met the district’s requirements for satisfying an updated record check under RCW 28A.400.303.

A three-year contract with a principal may not be renewed before the final year of the contract.

Principals who do not qualify for or are not offered a two- or three-year contract will receive contracts with one-year terms.

Superintendent Contracts

The superintendent may receive a contract with a term of up to three years. The board can renew or non-renew the superintendent's contract at its sole discretion.

B. Classified Staff Contracts

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 year. Otherwise, the employment of classified staff will be on a month-to-month basis commencing from the first day of work.

C. Supplemental Contracts

The district may issue supplemental contracts, which are not subject to the continuing contract statute, for services to be rendered in addition to a staff member's normal "fulltime" assignment. Supplemental contracts will not exceed one year and, if not renewed, will not constitute an adverse change in contract status.

D. Consultants

The District may obtain staff consultant services when unique knowledge or technical skills are needed. A description of desired services and an estimate of time and costs will be submitted to the superintendent or designee for action. The superintendent or designee will determine compensation but normally, compensation may not exceed that paid to a regular staff member with comparable duties. The superintendent or designee determines the honorarium paid to a consultant, taking into account cost incurred and benefits derived therefrom. The District will determine the compensation classification of a consultant on a personal services contract or payroll in compliance with the guidelines of the Internal Revenue Service.

E. Paraeducators

All paraeducators must be 18 years of age, must hold a high school diploma or a recognized equivalent, and must have done one of the following:

1. Earned 72 quarter credits or 48 semester credits at an institution of higher learning;
2. Obtained at least an associate's degree;
3. Received a passing grade on the education testing service paraeducator assessment; or
4. Completed a registered apprenticeship program.

Legal References:	RCW 28A.400.010	Employment of Superintendent
	RCW 28A.330.100	Additional powers of the board
	RCW 28A.413.040	Minimum employment Requirements
	RCW 28A.400.300	Hiring and discharging of employees – Written leave policies – Seniority and leave benefits of employees transferring between school districts and other educational employers
	RCW 28A.400.315	Employee contracts
	RCW 28A.405.210	Conditions and contracts of employment – nonrenewal due to enrollment decline or revenue loss – Notice – Opportunity for hearing
	RCW 28A.405.220	Conditions and contracts of employment – Nonrenewal of provisional employees – Notice 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
	20 U.S.C 6319	Qualifications for teachers and paraprofessionals
Management Resources:	2010 – October Issue	
	<i>Policy News</i> , August 2003	No Child Left Behind Update
	<i>Policy News</i> , August 2001	Legislature Authorizes “Retire-Rehire”

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