

## **CONTRACTS**

### **Certificated Staff Member Contracts**

The district will write contracts for certificated staff members for a period not to exceed one (1) year. 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 personnel 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. Upon recommendation of the Superintendent and approval by a majority of the board, the district will offer a certificated staff member 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.

### **Provisional Employment**

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

Contracts with retire-rehires and individuals replacing certificated staff members on leave are not subject to the continuing contract law 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.”

### **Classified Staff Member Contracts**

. When applicable, the district will write contracts for classified staff for a period not to exceed one year. These contracts 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 classified personnel 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.

## **Supplemental Contracts**

The district will 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 "full-time" assignment. Supplemental contracts will not exceed one (1) year and, if not renewed, will not constitute an adverse change in contract status.

## **Consultants**

The district will 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 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 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 and the Department of Retirement.

## **Paraeducators**

All paraeducators must be eighteen ( 18) years of age, must hold a high school diploma or a recognized equivalent, and must have done one (1) of the following:

1. Earned seventy-two (72) quarter credits or forty-eight (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.

Cross References:                    5280 - Separation from Employment

Legal References:                    RCW 28A.330.100 Additional powers of the board  
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 Employment contracts  
RCW 28A.405.210 Conditions and contracts of employment —  
Determination of probable cause for nonrenewal of contracts —

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

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