
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 Board policy or in negotiated agreements.

The contracts for certificated staff shall be written for a period not to exceed one 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 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.

PROVISIONAL EMPLOYMENT

The District shall issue to certificated first, second and third 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 year provisional term with another Washington State school district shall be provisional employees only during their first year with the District.

RETIRE-REHIRE AND PERSONS REPLACING CERTIFICATED STAFF ON LEAVE

The District shall issue one-year, non-continuing contracts to persons who have retired from a certificated position in the state of Washington and are returning to employment under the "retire-rehire" provisions of state law.

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. Supplemental contracts will also be issued for co-curricular activities and special responsibility assignments. Separate agreements shall not exceed one year and if not renewed shall not constitute an adverse change in contract status.



<i>CROSS REFERENCES</i>	<i>Policy 5280</i>	<i>Termination of Employment</i>
<i>LEGAL REFERENCES</i>	<i>RCW 28A.330.100</i>	<i>Additional Powers of the Board</i>
	<i>RCW 28A.400.300</i>	<i>Hiring and discharging of employees—written leave policies—Seniority and leave benefits of employees transferring between school districts and other education employers</i>
	<i>RCW 28A.400.315</i>	<i>Employment contracts [not retroactive]</i>
	<i>RCW 28A 405.210</i>	<i>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</i>
	<i>RCW 28A.405.220</i>	<i>Conditions and contracts of employment—Non-renewal of provisional employees--Procedure</i>
	<i>RCW 28A.405.240</i>	<i>Conditions and contracts of employment—Supplemental contracts, when—Continuing contract provisions, not applicable to</i>
	<i>RCW a8A.405.900</i>	<i>Certain certificated employees exempt from chapter provisions</i>
	<i>20 USC §6319</i>	<i>Qualifications for teachers and paraprofessionals</i>
<i>MANAGEMENT RESOURCES</i>	<i>Policy News</i>	<i>October 2010, Employment Disclosures</i>
	<i>Policy News</i>	<i>August 2003, No Child Left Behind Update</i>
	<i>Policy News</i>	<i>August 2001, Legislature Authorizes “Retire-Rehire”</i>



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