



Contact:

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TO: Stanwood-Camano Board of Directors

FROM: Christine Del Pozo, Executive Director of Human Resources

SUBJECT: First Reading, Board Policy 5050 Contracts

DATE: August 22, 2023

TYPE: Action Required

This is the first reading of Personnel Policy 5050 Contracts. Updates reflect changes recommended by Washington State School Directors Association. It is identified as an essential policy by the Washington State School Directors Association.

The policy will come before the Board for second reading on September 5, 2023. If you have any questions regarding this policy, please contact me.

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CONTRACTS

A. Certificated Staff Contracts

Upon recommendation of the superintendent and approval by a majority of the board of directors, the district will offer ~~write~~ written contracts ~~for certificated staff for a period not to exceed one year.~~ to those individuals hired as certificated employees. ~~Upon recommendation of the superintendent and approved by a majority of the board of directors, the district shall offer a certificated staff contract to the recommended and approved applicant.~~ Such contracts will state the salary to be paid based upon the applicable salary schedule, the number of days of service, the effective date, and the term of the contract-which will not be for more than one year.

Continuing Contracts

Certificated staff—besides the superintendent, retire-rehires, and leave-replacement employees—who do not receive timely notice of nonrenewal have a right to have their contracts renewed for another term.

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

Provisional employees

Provisional employees, as defined by RCW 28A.405.220, may have their contracts nonrenewed in accordance with RCW 28A.405.220.

Retire-rehire and leave-replacement employees

Contracts with retire-rehires and persons replacing certificated staff on leave do ~~are~~ not ~~subject to the Continuing Contract Law and shall include the following rider:~~ have continuing contract rights. Accordingly, retire-rehire and leave-replacement contracts will include the following language:

“It is understood and agreed that the staff member is employed pursuant to the provision of RCW 28A.405.900. In accordance with the provisions of RCW 28A.405.900, this contract shall expire automatically at the end of the contract ~~tem~~ term 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.

~~B. Classified Staff Contracts~~

B. 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.

~~C. Supplemental Contracts~~

C. Classified Staff Contracts

Upon the recommendation of the superintendent, contracts for selected classified staff may be in writing and/or for ~~or~~ 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 on the first day of work.

~~D. Paraeducators~~

Paraeducators

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

1. Earned 72 quarter credits or 48 semester credits at an institution of higher education learning;
2. Hold ~~Obtained at least~~ an associate of arts degree;
3. Received a passing score grade on one of the assessments approved by the paraeducator board; ~~the education testing service paraeducator assessment~~; or
4. Completed a registered apprenticeship program.

D. 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 “full-time” assignment. Supplemental contracts ~~will~~ ~~shall~~ not exceed one year and, if not renewed, ~~will~~ ~~shall~~ not constitute an adverse change in contract status.

E. 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 compensation ~~honorarium~~ paid to a consultant, considering ~~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.

Cross References:	Board Policy 5280	Separation from Employment
Legal References:	RCW 28A.330.100	Additional powers of the board
	<u>28A.400.010</u>	<u>Employment of superintendent – Superintendent’s qualifications, general powers, term, contract renewal</u>
	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
	28A.400.315	Employment contracts
	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
	28A.405.220	Conditions and contracts of employment – Non-renewal of provisional employees – Notice - Procedure
	28A.405.240	Conditions and contracts of employment
		Supplemental contracts, when – Continuing contract provisions, not applicable to
	28A.405.900	Certain certificated employees exempt from chapter provisions
	<u>28A.413.040</u>	<u>Minimum employment requirements</u>
	20 U.S.C. §6319	Qualifications for teachers and paraprofessionals

Management Resources:

2010-October Issue

Policy News, August 2003 No Child Left Behind Update

Policy News, August 2001 Legislature Authorizes "Retire-Rehire"

Adoption Date: 03.18.97

Stanwood-Camano School District

Revised: 6.17.03; 5.3.22; 9.5.23