

## 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 the 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 the 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.

### **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 the services to be rendered in addition to a staff member’s normal “full-time” 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 may be obtained 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 will determine 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 will be determined 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 high 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:	Policy 5280	Termination of Employment
Legal References:	RCW 28A.330.100	Additional powers of the board
	RCW 28A.400.300	Hiring and discharging employees -- Written leave policies - - Seniority and leave benefits of employees, transferring between school districts and other educational employers
	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 -- 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 -- 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
	RCW 28A.413.040	Minimum employment requirements
	20 U.S.C. § 6311	State plans
Management Resources:		
	<i>Policy &amp; Legal News</i> , October 2010	Employment Disclosures
	<i>Policy &amp; Legal News</i> , August 2003	No Child Left Behind Update
	<i>Policy &amp; Legal News</i> , August 2001	Legislature Authorizes "Retire-Rehire"
	<i>Policy &amp; Legal News</i> , February 2018	

Revised: September 13, 2018  
Revised: September 25, 2014  
Revised: January 8, 2004  
5000 Series Adopted June 10, 1999  
North Kitsap School District