

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 applicant so recommended and approved, such contract to 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."

A. 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

B. Supplemental Contracts

The district may issue separate supplemental contracts, which are not subject to the continuing contract statute, for service 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.

C. 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. Compensation will be determined by the Superintendent or designee, but normally may not exceed that paid to a regular staff member with comparable duties. The honorarium paid to a consultant will be determined by the Superintendent or designee, taking into account cost incurred and benefits derived therefrom. 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.

D. 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:

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

Cross References:

Board Policy 5280 Separation from Employment

Legal References:

RCW 28A.330.100 Additional powers of the board

28A.400.300 Hiring and discharging employees — Leaves for employees — Seniority and leave benefits, retention upon transfer between schools

28A.400.315 Employment contracts [not retroactive]

28A.405.210 Conditions and contracts of employment Determination of probable cause for non-renewal of contracts — Notice — Opportunity for hearing

28A.405.220 Conditions and contracts of employment — Non-renewal of provisional employees — 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

20 U.S.C. 6319

Management Resources:

2010 - October Issue

Policy News, August 2003 No Child Left Behind Update

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

Classification: Essential

Adoption Date:

Nespelem School District
Revised: 11.29.05; 09.29.10; 03.30.22