

Contracts

The district will contract annually with each applicable employees. Such contract will conform to state law and the policies and negotiated agreements of the district. The contract will be binding on the district and on the employee 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 will 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 will be on a month-to-month basis commencing from the first day of work.

Supplemental contracts, for certificated employees, which are not subject to the continuing contract statute, will be issued for services to be rendered in addition to the employee's normal "full-time" assignment.

A. Certificated Employee Contracts

The superintendent, will offer a certificated employee contract to the applicant. All contracts must be approved by the board, and, such contract will be paid based upon the applicable salary schedule, the number of days of service, effective date and term of the contract.

B. Provisional Employment

The district will issue to certificated first, second and third year teaching or other non-supervisory certificated employees a "provisional contract" for "provisional employees" who are subject to non-renewal of employment as provided by law for such employees. Staff who have completed a two year provisional term with another Washington State school district will be provisional employees only during their first year with the district. Such "provisional contract" will include the following rider: "It is understood and agreed that the staff member has not completed three years of employment in a Washington state public school district and that the provisions of RCW 28A.405.220 are applicable during the first three years of certificated employment of the staff member by the district or the first year of employment with the district if the staff member has completed at least two years of employment in another Washington state public school district."

As allowed by state law, the superintendent may issue a regular contract on an exceptional basis.

C. Retire-Rehires and Persons Replacing Certificated Staff on Leave

The district will 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. The district will issue "replacement employee" contracts upon the recommendation of the superintendent and action of the board, to certificated staff who replace certificated staff who have been granted leaves. Such contracts will be for the duration of the leave only and are not subject to the terms of the Continuing Contract Law. Such These contracts will include a statement that informs the employee that he or she is employed pursuant to the provisions of RCW 28A.405.

In accordance with the provisions of RCW 28A.405.900, leave replacement contracts expire automatically at the end of the contract terms set forth herein and are not subject to the provisions of RCW 28A.405.210 or RCW 28A.405.220.

D. Title I Employees

All teachers working in a program supported with Title I funds will be highly qualified, as defined by federal law and regulations.

All paraprofessionals providing instructional support in a program supported by Title 1 funds hired after January 8, 2002 will have a secondary school diploma or a recognized equivalent and one (1) of the following:

1. Completed at least two (2) years of study at an institution of higher learning;
2. Obtained an associate's or higher degree; or
3. Met a rigorous standard of quality through a formal state or local assessment.

Paraprofessionals who are hired primarily as translators or solely to conduct family involvement activities do not need to meet these requirements. However, they must have earned a secondary school diploma or its recognized equivalent.

Cross References:	Board Policy 5280	Termination of Employment
Legal References:	RCW 28A.330.100 28A.400.300 28A.400.315 28A.405.210 28A.405.220 28A.405.240 28A.405.900 20 U.S.C. § 6319	Additional powers of the board Hiring and discharging of employees — Written leave policies — Seniority and leave benefits of employees transferring between school districts and other educational employers Employment contracts (not retroactive) 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 Conditions and contracts of employment — Non-renewal of provisional employees — Procedure Conditions and contracts of employment Supplemental contracts, when — Continuing contract provisions not applicable to Certain certificated employees exempt from chapter provisions Qualifications for teachers and paraprofessionals

Management Resources:

<i>Policy News</i> , October 2010	Employment Disclosures
<i>Policy News</i> , August 2003	No Child Left Behind Update
<i>Policy News</i> , August 2001	Legislature Authorizes “Retire-Rehire”

Adoption Date: 11.20.12
Bellevue School District
Revised: