

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~~ written contracts to those individuals hired as certificated employees. ~~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.

Provisional Employees

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

Retire-Rehire and Leave-Replacement Employees

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

C. 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.

Paraeducators

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

1. Earned 72 quarter credits or 48 semester credits at an institution of higher education;
2. Hold an associate’s of arts degree;
3. Received a passing score on one of the assessments approved by the paraeducator board; or
4. Completed a registered apprenticeship program.

D. Supplemental Contracts

The district will 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 not exceed one year, and if not renewed, will 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 shall 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~~ **compensation** paid to a consultant, ~~taking into account~~ **considering** 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.

~~**F. Paraeducators**~~

~~All paraeducators must be 18 years of age, must hold a high school diploma or a recognized equivalent, and must have one (1) of the following:~~

- ~~1. Earned 72 quarter credits or 48 semester credits at an institution of higher learning;~~
- ~~2. Obtained at least an associate’s degree;~~
- ~~3. Received a passing grade on the education testing services paraeducator assessment; or~~
- ~~4. Completed a registered apprenticeship program.~~

Cross References:

Board Policy 5280 Separation of Employment

Legal References:

- RCW 28A.330.100 Additional powers of the board
- RCW 28A.400.010 Employment of superintendent - Superintendent’s qualifications, general powers, term, contract renewal.**
- RCW 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
- RCW 28A.400.315 Employment contracts [not retroactive]
- RCW 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
- RCW 28A.405.220 Conditions and contracts of employment — Non-renewal 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
6311 State Plans

Management Resources:

[2023 July Issue](#)

Policy News, August 2001 Legislature Authorizes “RetireRehire”

Policy News, August 2003 No Child Left Behind Update

Policy News, October 2010 Employment Disclosures

Adoption Date: 10.04; 03.11; 06.18;

Medical Lake School District

Revised Date: 04.98; 10.01; 8.03; 10.10; 01.18; 07.23;