

BETHEL SCHOOL DISTRICT NO. 403
CERTIFICATED EMPLOYEE'S CONTRACT
(THIS CONTRACT IS NOT SUBJECT TO THE CONTINUING CONTRACT LAW)

IT IS HEREBY AGREED BY AND BETWEEN THE BOARD OF DIRECTORS OF BETHEL SCHOOL DISTRICT NO. 403, PIERCE COUNTY, WASHINGTON, HEREINAFTER CALLED THE DISTRICT, AND JEFF DAUGHTRY HEREINAFTER CALLED THE EMPLOYEE, THAT THE EMPLOYEE HEREIN:

1. SHALL BE EMPLOYED IN THE PUBLIC SCHOOLS OF THE DISTRICT FOR THE 00-01 FISCAL YEAR FOR 184.0 DAYS (INCLUDING NEW EMPLOYEE ORIENTATION) AT 1.000 ANNUAL FTE, ON STATE SALARY SCHEDULE. (AN ADDENDUM WILL BE ISSUED SHOWING FINAL PLACEMENT.)
2. SHALL TEACH AND/OR PERFORM OTHER ASSIGNED SERVICES AND DUTIES AS ARE DESCRIBED BY THE LAWS OF THE STATE OF WASHINGTON AND BY THE POLICIES, RULES AND REGULATIONS OF SAID DISTRICT, FOR THE NUMBER OF DAYS DURING THE SCHOOL YEAR INDICATED, EXCLUSIVE OF HOLIDAYS AND VACATION PERIODS, AT THE ABOVE CONTRACT SALARY, PAYABLE IN ACCORDANCE WITH DISTRICT POLICIES AND REGULATIONS.

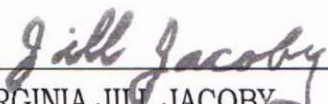
THIS CONTRACT DOES NOT BECOME EFFECTIVE UNTIL SAID EMPLOYEE REGISTERS THE APPROPRIATE, VALID CERTIFICATE AND ANY OTHER REQUIRED CREDENTIAL WITH THE DISTRICT PERSONNEL OFFICE.

THIS CONTRACT SALARY IS BASED ON THE STATE SCHEDULE AND PLACEMENT THEREON IS SUBJECT TO VERIFICATION OF EDUCATION AND EXPERIENCE BASED ON POLICIES AND REGULATIONS OF THE DISTRICT AND THE APPROPRIATE COLLECTIVE BARGAINING AGREEMENT THE CONTRACT SALARY IS SUBJECT TO INCREASE DURING THE TERM OF THIS CONTRACT DUE TO ERROR OR IF ADDITIONAL CREDITS AND/OR DEGREES ARE SUBMITTED AND APPROVED IN ACCORDANCE WITH DISTRICT POLICIES AND REGULATIONS AND IS SUBJECT TO DECREASE DURING THE TERM OF THIS CONTRACT DUE TO ERROR OR IF PLACEMENT IS INCORRECT BASED ON VERIFICATION OF EDUCATION AND EXPERIENCE.

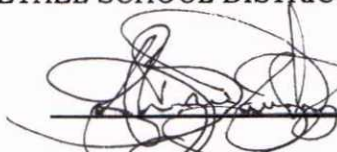
THIS CONTRACT IS OFFERED FOR ACCEPTANCE BY THE EMPLOYEE ONLY ON THE TERMS STATED HEREIN. IF IT IS NOT SIGNED BY THE EMPLOYEE AND RETURNED TO THE DISTRICT PERSONNEL OFFICE WITHIN TEN (10) CALENDAR DAYS OF THE DATE HEREON, THE DISTRICT WILL CONSIDER THE EMPLOYEE'S FAILURE TO ACT A REJECTION OF THE CONTRACT. IF THE CONTRACT IS RETURNED WITH ANY OF ITS TERMS CHANGED OR MODIFIED, IT IS A REJECTION BY THE EMPLOYEE OF THE OFFER TO CONTRACT. IN ACCORDANCE WITH THE PROVISIONS OF RCW 28.A405.900 THIS CONTRACT SHALL EXPIRE AUTOMATICALLY AT THE END OF THE CONTRACT TERM SET FORTH HEREIN AND IS NOT SUBJECT TO THE PROVISIONS OF RCW 28A.405.210.

NEGOTIATIONS FOR THE CONTRACT YEAR MAY NOT HAVE BEEN COMPLETED. THE SALARY AND CONTRACTED DAYS, AS WELL AS OTHER TERMS OF THIS CONTRACT, SHALL BE SUBJECT TO THE TERMS AND CONDITIONS OF ANY AGREEMENT BETWEEN THE DISTRICT AND THE EXCLUSIVE BARGAINING REPRESENTATIVE. WITHIN TEN (10) CALENDAR DAYS AFTER A COLLECTIVE BARGAINING AGREEMENT HAS BEEN RATIFIED FOR THIS CONTRACT YEAR, THE EMPLOYEE MAY CANCEL THIS PERSONNEL CONTRACT AGREEMENT BY NOTIFYING THE DISTRICT PERSONNEL OFFICE IN WRITING OF THE DECISION TO DO SO.

BY ORDER OF THE BOARD OF DIRECTORS OF BETHEL SCHOOL DISTRICT NO. 403.



VIRGINIA JILL JACOBY
SECRETARY TO THE BOARD
DATE 5 JULY 2000



JEFFREY DAUGHTRY
DATE 6 JULY 2000