



EDMONDS SCHOOL DISTRICT NO. 15
Human Resources Division

September 2007	EMPLOYEE CONTRACTS	III-I
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Contracts for nonsupervisory certificated employees in their first two years of employment with the district shall have attached a "Provisional Employee Rider" which references applicable state law regarding the renewal of such provisional employee contracts.

Contracts for nonsupervisory certificated employees who are hired to replace certificated employees who are on approved leave shall have attached a "Non-continuing Employee Rider" citing provisions of state law applicable to such contracts.

Nonsupervisory certificated employees hired as replacements for persons on leave shall be considered to be non-continuing employees and not provisional employees.

A contract does not become effective until it is signed by the employee, is approved by a majority of the Board of Directors, the employee has registered with the Human Resources division a valid health certificate and any other certificates or credentials required for the position, and the employee has cleared the required background check.

Release from contract is applicable to employees who hold written individual contracts and will be recommended to the board when:

1. The employee has submitted a written resignation and request for release from contract to the appropriate Human Resources Director.
2. The employee has acted in good faith in fulfilling his/her obligation to the district and circumstances are such that preclude the employee from fulfilling his/her contractual obligation.
3. An acceptable qualified replacement is available.