



TO: BOARD OF DIRECTORS

FROM: Maurene Stanton, Executive Director of Human Resources

SUBJECT: Letter of Agreement between the Stanwood-Camano School District and the Public School Employees of Stanwood-Camano

DATE: June 7, 2022

Attached you will find a Letter of Agreement between the Stanwood-Camano School District (the District) and the Public School Employees of Stanwood-Camano (PSE). This agreement is in addition to contract language in the current Collective Bargaining Agreement between the District and PSE.

The Letter of Agreement outlines the salary increases for classified employees for the 2022-23 school year.

If you have any questions regarding this letter of agreement, I will be happy to answer them for you.

Recommendation:

We recommend that the board approve this Letter of Agreement between the Stanwood-Camano School District and the Public School Employees of Stanwood-Camano.

1 LETTER OF AGREEMENT

2
3 THE PURPOSE OF THIS LETTER OF AGREEMENT IS TO SET FORTH THE FOLLOWING
4 AGREEMENT(S) BETWEEN PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL
5 1948 STANWOOD/CAMANO CHAPTER #1125 AND THE STANWOOD/CAMANO ISLAND
6 SCHOOL DISTRICT #401. THIS AGREEMENT IS ENTERED INTO PUSUANT TO THE
7 CURRENT COLLECTIVE BARGAINING AGREEMENT.

8
9 Proposal for Wages for the 2022-2023 School Year:

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11 Schedule A: The salaries reflected on Schedule A are determined in the following way: The District
12 reviews the hourly pay for job-alike positions in the comparison districts.

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14 An average low hourly rate is determined by taking the lowest hourly rate for each position in each
15 comparison district and averaging those rates. An average high hourly rate is determined by taking the
16 highest hourly rate for each position in each comparison district and averaging those rates.

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18 The average low hourly rate becomes the step one rate (0-1 years) on Schedule A; the average high
19 hourly rate becomes the step three rate (8-14 years) on Schedule A. The step two rate (2-7 years) is
20 determined by subtracting ten cents (\$0.10) per hour from the step three rate. Step four (15-19 years),
21 step five (20-24 years), and step six (25+ years) are longevity steps on Schedule A and are based on the
22 step three rate.

23
24 For school year 2020-2021, step four will be paid one dollar (\$1.00) per hour above the step three rate.
25 Step five is currently paid one dollar and fifty cents (\$1.50) per hour above the step three rate and step
26 six is currently paid two dollars (\$2.00) per hour above the step three rate.

27
28 For school year 2021-2022, step four will be paid one dollar and fifty cents (\$1.50) per hour above the
29 step three rate. Step five will be paid two dollars (\$2.00) per hour above the step three rate and step six
30 will be paid two dollars and fifty cents (\$2.50) per hour above the step three rate.

31
32 For school year 2022-2023, step four (15-19 years), step five (20-24 years), and step six (25+ years)
33 are longevity steps on Schedule A and are based on the step three rate. Step four will be paid **at least**
34 one dollar and seventy-five cents (\$1.75) per hour above the step three rate. Step five will be paid **at**
35 **least** two dollars and twenty-five cents (\$2.25) per hour above the step three rate, and step six will be
36 paid **at least** three dollars and twenty-five cents (\$3.25) per hour above the step three rate.

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38 Effective September 1, 2020, the District shall increase the 2020-2021 Schedule A positions three
39 percent (3%) increase to all positions after the cohort average.

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41 Effective September 1, 2021, two percent (2%) increase to all positions.

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43 Effective September 1, 2022, **the District shall increase all positions at all steps by 2% plus IPD.**
44 **Said increases will occur first on Schedule A and then will be verified that they meet the step**
45 **differentials outlined in the paragraph above under school year 2022-2023. If Schedule A wage**
46 **equals or exceeds the differential listed above that will be the new wage. If Schedule A is less**
47 **than the differential above, then it will be brought to up to the wage differential listed above.**
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1 Both parties also agree to bargain any and all changes, additions, deletions and interpretations of EHB
2 2242.

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4 All eligible employees will receive step increases for the duration of the collective bargaining
5 agreement. Classified employees covered by this Agreement will receive State-authorized and fully
6 funded cost-of-living adjustments or any state allocation in addition to any negotiated salary increases.
7 All wage increases contained in this Agreement are contingent upon levy passage.

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9 If there are increases or decreases in the State funding allocation for classified employees salaries
10 during the term of the Agreement, Section 17.3 and Schedule A may be reopened upon request by
11 either party to negotiate salary.

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13 This Letter of Agreement shall become effective upon the signature of all parties involved and shall be
14 attached to the Collective Bargaining Agreement.

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PUBLIC SCHOOL EMPLOYEES OF
WASHINGTON/SEIU LOCAL 1948
STANWOOD/CAMANO CHAPTER #1125

STANWOOD/CAMANO ISLAND
SCHOOL DISTRICT #401

BY: _____
Wendy Roope, Chapter President

BY: _____
Deborah Rumbaugh, Ed.D., Superintendent

DATE: _____

DATE: _____

