

**Human Resources**  
Maurene Stanton  
Executive Director of Human Resources

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Date: July 3, 2017

To: Stanwood Camano School Board

From: Maurene Stanton

RE: Letter of Agreement with PSE

Attached you will find a Letter of Agreement effective September 1, 2017 through June 30, 2018. This agreement is in addition to contract language in the current Collective Bargaining Agreement between the Stanwood-Camano School District (the District) and the Public School Employees of Stanwood-Camano (PSE) and one currently being negotiated for next school year.

The Letter of Agreement allows Para-Educators to substitute outside their classification. This is a new practice. Entering into a Letter of Agreement allows both the PSE and the District the opportunity to determine if this is a valuable change for both parties.

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

I recommend your approval of this Letter of Agreement.

# Letter of Agreement

THE PURPOSE OF THIS LETTER OF AGREEMENT IS TO SET FORTH THE FOLLOWING AGREEMENT BETWEEN PUBLIC SCHOOL EMPLOYEES OF STANWOOD-CAMANO (the "Association") AND THE STANWOOD-CAMANO SCHOOL DISTRICT #401 (the "District"). THIS AGREEMENT IS ENTERED INTO PURSUANT TO ARTICLE XVIII, SECTION 18.3 OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

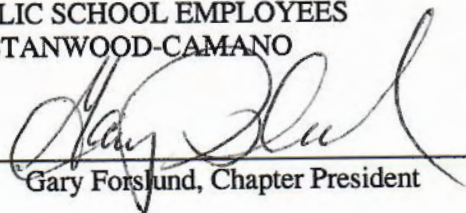
The parties have met and agree to amend Section 1.5.3 c as listed below:

- a. Paraeducators may ~~not~~ cover for other regular employees on a day to day basis during their regular contract time, ~~unless if it is within their classification and building, and directed by their immediate supervisor.~~ Such substitute assignment shall be at the sole discretion of the district and shall not be subject to the grievance procedure.
- b. In addition the following will apply:
  - a. Any substitutions will be contingent on filling the para position;
  - b. The sub rate will apply to hours worked in the alternate position;
  - c. A skills test and/or possible training at the DO will be required prior to being allowed to sub; and
  - d. This LOA will automatically be discussed no later than May, 2018 if not agreed to by both parties with its future to be determined then for the 2018-19 school year.

PUBLIC SCHOOL EMPLOYEES  
OF WASHINGTON/SEIU Local 1948

PUBLIC SCHOOL EMPLOYEES  
OF STANWOOD-CAMANO

STANWOOD-CAMANO SCHOOL DISTRICT #401

BY:   
Gary Forslund, Chapter President

BY: \_\_\_\_\_  
Maurene Stanton, Exec. Dir. of HR

DATE: June 19, 2017

DATE: June 19, 2017

