

Human Resources
Maurene Stanton
Executive Director of Human Resources

Date: September 20 , 2016

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, 2016 through August 31, 2017. This agreement is in addition to contract language in the September 1, 2014 through August 31, 2017 Collective Bargaining Agreement between the Stanwood-Camano School District (the District) and the Public School Employees of Stanwood-Camano (PSE).

The Letter of Agreement increases the pay for Health Room Assistants to the rate of pay for ASSIST Para-Educators due to the complexity of the responsibilities and the increased skill level required.

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.

1 **Letter of Agreement**

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3 THE PURPOSE OF THIS LETTER OF AGREEMENT IS TO SET FORTH THE FOLLOWING
4 AGREEMENT BETWEEN PUBLIC SCHOOL EMPLOYEES OF STANWOOD-CAMANO (the
5 "Association") AND THE STANWOOD-CAMANO SCHOOL DISTRICT #401 (the "District").
6 THIS AGREEMENT IS ENTERED INTO PURSUANT TO ARTICLE XVIII, SECTION 18.3 OF
7 THE CURRENT COLLECTIVE BARGAINING AGREEMENT.
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9
10 The parties agreed:

- 11
12
13 1. That Schedule A be amended as attached with the following changes.
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15 Current Health Room Assistants (HRA) are paid at the ParaEducator I or Para Educator II rate
16 depending upon if they meet Elementary Secondary Education Act (ESEA) qualifications. Beginning
17 September 1, 2016, HRAs will be paid at the ASSIST I or ASSIST II rate of pay. Determination of
18 Level I or II will depend upon if the employee is ESEA qualified. Para I actual rate of pay will be
19 determined by the 2016-17 PSE Schedule A
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27 This Letter of Agreement shall become effective upon signature, shall remain in effect until August 31,
28 2017, and shall be attached to the current Collective Bargaining Agreement.
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31 PUBLIC SCHOOL EMPLOYEES
32 OF WASHINGTON/SEIU Local 1948
33

34 PUBLIC SCHOOL EMPLOYEES
35 OF STANWOOD-CAMANO

36 STANWOOD-CAMANO SCHOOL DISTRICT #401
37

38
39 BY: Renee Herigstad
40 Renee Herigstad, Chapter President
41

42 BY: _____
43 Maurene Stanton, Exec. Dir. of HR
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45
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47
48
DATE: _____

DATE: _____



SCHEDULE A
Stanwood/Camano School District
September 1, 2016 – August 31, 2017

		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>	<u>SUB</u>
		(0-1 YRS)	(2-7 YRS)	(8-14 YRS)	(15-19 YRS)	(20-24 YRS)	(25+ YRS)	PAY
		(Average Low)	(Average High)	28 Above Avg)	43 Above Avg)	60 Above Avg)		
1	Includes CBA 2% Ste 1.8% COLAS							
2	Board Approval 6/21/16							
3	CLASSIFICATION							
4								
5	MATRIX							
6	CODE CUSTODIAL							
7	PSE00; 58* Custodians	\$19.18	\$21.30	\$21.40	\$21.68	\$21.83	\$22.00	\$15.79
8	PSE01; 53* Lead Custodian	\$20.55	\$22.12	\$22.22	\$22.50	\$22.65	\$22.82	
9	PSE02; 56* Middle School Lead Custodian	\$21.03	\$22.43	\$22.53	\$22.81	\$22.96	\$23.13	
10	PSE03; 57* High School Lead Custodian	\$21.33	\$23.27	\$23.37	\$23.65	\$23.80	\$23.97	
11	MAINTENANCE/GROUNDS							
12	PSE04; 05* Maintenance/Grounds	\$24.18	\$25.53	\$25.63	\$25.91	\$26.06	\$26.23	\$17.78
13	PSE06; 07* Maintenance/HVAC	\$26.78	\$29.55	\$29.65	\$29.93	\$30.08	\$30.25	
14	PSE08; 09* Lead Groundskeeper	\$24.18	\$26.58	\$26.68	\$26.96	\$27.11	\$27.28	
15	TRANSPORTATION							
16	PSE10 Bus Drivers	\$20.27	\$22.70	\$22.80	\$23.08	\$23.23	\$23.40	\$17.59
17	PSE11 Mechanics	\$24.02	\$27.83	\$27.93	\$28.21	\$28.36	\$28.53	\$18.43
18	PSE12 Lead Mechanic	\$26.06	\$28.28	\$28.38	\$28.66	\$28.81	\$28.98	
19	PSE13 Service Technician	\$19.97	\$21.54	\$21.64	\$21.92	\$22.07	\$22.24	
20	PSE13 Dispatcher/Driver Trainer	\$22.65	\$25.56	\$25.66	\$25.94	\$26.09	\$26.26	
21	PROFESSIONAL/TECHNICAL							
22	PSE14 Technology Specialist	\$28.03	\$28.63	\$28.73	\$29.01	\$29.16	\$29.33	\$17.57
23	PSE15 Systems Infrastructure Specialist	\$28.03	\$29.25	\$29.35	\$29.63	\$29.78	\$29.95	
24	PSE64 Technology Support	\$19.41	\$21.68	\$21.78	\$22.06	\$22.21	\$22.38	
25	PSE18 Non-certificated Reg Nurse	\$29.54	\$34.06	\$34.16	\$34.44	\$34.59	\$34.76	\$24.30
26	PSE19 LPN	\$22.23	\$26.30	\$26.40	\$26.68	\$26.83	\$27.00	\$18.81
27	PSE19 Family Liaison	\$20.03	\$20.80	\$20.90	\$21.18	\$21.33	\$21.50	
28	PSE20 SECURITY	\$20.33	\$23.05	\$23.15	\$23.43	\$23.58	\$23.75	\$16.73
29	SECRETARIAL							
30	PSE22; 23* Office Manager	\$20.74	\$23.30	\$23.40	\$23.68	\$23.83	\$24.00	
31	PSE24;25* Secretary II	\$19.41	\$21.68	\$21.78	\$22.06	\$22.21	\$22.38	
32	PSE26;27* Secretary I	\$18.40	\$20.71	\$20.81	\$21.09	\$21.24	\$21.41	\$15.45
33	PSE28;61* Clerical	\$17.15	\$19.53	\$19.63	\$19.91	\$20.06	\$20.23	\$15.22
34	PARA EDUCATORS							
35	PSE29 Para Educator I	\$16.44	\$18.56	\$18.66	\$18.94	\$19.09	\$19.26	\$13.98
36	PSE30 Para Educator II	\$17.15	\$19.31	\$19.41	\$19.69	\$19.84	\$20.01	
37	PSE54 ASSIST Para Educator I	\$17.62	\$19.49	\$19.59	\$19.87	\$20.02	\$20.19	
38	PSE55 ASSIST Para Educator II	\$18.16	\$20.01	\$20.11	\$20.39	\$20.54	\$20.71	
39	PSE31; 59* HS Library Asst./Textbook	\$17.42	\$19.00	\$19.10	\$19.38	\$19.53	\$19.70	
40	PSE32 Para Educator Technical	\$20.26	\$23.49	\$23.59	\$23.87	\$24.02	\$24.19	
41	PSE33; 60* Campus Supervision	\$17.84	\$20.23	\$20.33	\$20.61	\$20.76	\$20.93	\$13.98
42	FOOD SERVICE							
43	PSE34;35* Food Service Assistant	\$14.57	\$16.57	\$16.67	\$16.95	\$17.10	\$17.27	\$12.32
44	PSE38;39* Food Service Manager Elem/Sec	\$17.04	\$19.06	\$19.16	\$19.44	\$19.59	\$19.76	
45	PSE 65;66* High School Manager (Lead Cook)	\$17.05	\$19.92	\$20.02	\$20.30	\$20.45	\$20.62	
46	PSE42;43* Food Service High School Cook	\$16.93	\$18.87	\$18.97	\$19.25	\$19.40	\$19.57	
47	PSE46; 47* Kitchen Manager	\$21.38	\$22.86	\$22.96	\$23.24	\$23.39	\$23.56	
48	PSE50; 51* Mail/Food Delivery	\$18.89	\$21.02	\$21.12	\$21.40	\$21.55	\$21.72	\$14.68

*Employees who successfully complete the apprenticeship program or other programs meeting state or local requirements shall receive \$.50 increase in their hourly rate.

**When called upon for the purpose of being a driver's trainer, an employee will receive \$1.50 per hour increase in the rate of pay during the training period. (Management retains the right to train drivers per past practice and doing so is not subject to grievance.)

Section 17.11 Food service employees upon reaching and maintaining the second and third step of their certification shall receive an additional twenty-five (25) cents for each step. Their documentation must be submitted by October 1st of each school year.

