



**Contact:**

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TO: Stanwood-Camano Board of Directors

FROM: Christine Del Pozo, Executive Director of Human Resources

SUBJECT: Memorandum of Understanding with the Public School Employees of  
Stanwood-Camano

DATE: June 18, 2024

TYPE: Action Required

Please see the attached Memorandum of Understanding with the Public School Employees of Stanwood-Camano. We will establish a paraeducator study group for the 2024-2025 school year to review the paraeducator pay structure and job descriptions.

Recommendations: We recommend you approve this memorandum of understanding.

Every student is empowered to learn in an inclusive setting  
and is prepared for the future of their choice

**[www.stanwood.wednet.edu](http://www.stanwood.wednet.edu)**

**MEMORANDUM OF UNDERSTANDING**

THE PURPOSE OF THIS MEMORANDUM OF UNDERSTANDING IS TO SET FORTH THE FOLLOWING AGREEMENT(S) BETWEEN PUBLIC SCHOOL EMPLOYEES OF STANWOOD-CAMANO CHAPTER #1125, AN AFFILIATE OF PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL 1948, AND THE STANWOOD-CAMANO SCHOOL DISTRICT #401. THIS AGREEMENT IS ENTERED INTO PURSUANT TO ARTICLE XIX, SECTION 19.3 OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

The District and the Association agree to establish a paraeducator study group for the 2024-2025 school year as follows:

1. The group will study the Paraeducator pay structure and job descriptions in the District especially around inclusive practices.
2. The Association will appoint up to six (6) classified members to the Study Group.
3. The District will appoint up to four (4) administrative members to the Study Group.
4. Additional members may be appointed upon agreement of both parties.
5. The Study Group will hold up to six (6), four (4) hour meetings during the 2024-2025 school year, scheduled during regular working hours.
6. The District will provide release time and substitutes for staff members serving on the Study Group.
7. The Study Group will present their findings, and any further work that needs to be done, to the Association and the District by May 1, 2025.

This Memorandum of Understanding shall become effective upon the signature of all parties and will be in effect for the 2024-2025 school year.

PUBLIC SCHOOL EMPLOYEES OF  
WASHINGTON/SEIU LOCAL 1948

STANWOOD-CAMANO CHAPTER, #1125

STANWOOD-CAMANO SCHOOL DISTRICT #401

BY: \_\_\_\_\_  
Judith Brown, Chapter President

BY: \_\_\_\_\_  
Christine Del Pozo, Executive Director of HR

DATE: \_\_\_\_\_

DATE: \_\_\_\_\_

