



Date: June 6, 2023

To: Board of Directors

From: Maurene Stanton

RE: Approval of Updated Public School Employees Salary Schedule

I have provided, for your review, a copy of the updated Public School Employee salary schedule. We have added a new position, "Motor Pool Driver."

As you review these documents, if you have any questions, please call me at your convenience.

RECOMMENDATIONS:

I recommend that the board approve the updated salary schedules for Public School Employees.

**PSE - Schedule A ~ Hourly Wage Including Vacation
Stanwood-Camano School District
September 1, 2022 - August 31, 2023**

CLASSIFICATION	MATRIX CODE	CUSTODIAL	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
			(0-1 YRS)	(2-7 YRS)	(8-14 YRS)	(15-19 YRS)	(20-24 YRS)	(25+ YRS)
			22-23 (Avg Low)	22-23	22-23 (Avg High)	22-23 \$1.75 Longevity	22-23 \$2.25 Longevity	22-23 \$3.25 Longevity
CUSTODIAL								
PSE00		Custodians	\$26.64	\$29.62	\$29.72	\$31.47	\$31.97	\$32.97
PSE58		Custodians (Appr)	\$27.14	\$30.12	\$30.22	\$31.97	\$32.47	\$33.47
PSE01		Lead Custodian	\$28.55	\$30.75	\$30.85	\$32.60	\$33.10	\$34.10
PSE53		Lead Custodian (Appr)	\$29.05	\$31.25	\$31.35	\$33.10	\$33.60	\$34.60
PSE02		Middle School Lead Custodian	\$29.21	\$31.18	\$31.28	\$33.03	\$33.53	\$34.53
PSE56		Middle School Lead Custodian (Appr)	\$29.71	\$31.68	\$31.78	\$33.53	\$34.03	\$35.03
PSE03		High School Lead Custodian	\$29.62	\$32.35	\$32.45	\$34.20	\$34.70	\$35.70
PSE57		High School Lead Custodian (Appr)	\$30.12	\$32.85	\$32.95	\$34.70	\$35.20	\$36.20
MAINTENANCE/GROUNDS								
PSE04		Maintenance/Grounds	\$33.59	\$35.49	\$35.59	\$37.34	\$37.84	\$38.84
PSE05		Maintenance/Grounds (Appr)	\$34.09	\$35.99	\$36.09	\$37.84	\$38.34	\$39.34
PSE06		Maintenance/HVAC	\$38.10	\$43.06	\$43.16	\$44.91	\$45.41	\$46.41
PSE07		Maintenance/HVAC (Appr)	\$38.60	\$43.56	\$43.66	\$45.41	\$45.91	\$46.91
PSE08		Lead Groundskeeper	\$35.26	\$39.60	\$39.70	\$41.45	\$41.95	\$42.95
PSE09		Lead Groundskeeper (Appr)	\$35.76	\$40.10	\$40.20	\$41.95	\$42.45	\$43.45
TRANSPORTATION								
PSE10		Bus Drivers	\$29.28	\$33.34	\$34.08	\$36.48	\$37.32	\$38.40
PSE11		Mechanics	\$33.36	\$38.70	\$38.80	\$40.55	\$41.05	\$42.05
PSE71		Mechanics (Appr)	\$33.86	\$39.20	\$39.30	\$41.05	\$41.55	\$42.55
PSE12		Lead Mechanic	\$36.38	\$40.41	\$40.51	\$42.26	\$42.76	\$43.76
PSE13		Service Technician	\$27.72	\$29.95	\$30.05	\$31.80	\$32.30	\$33.30
PSE62		Dispatcher/Driver Trainer	\$32.70	\$36.96	\$37.77	\$40.23	\$41.10	\$42.18
PSE72		Dispatch/Router	\$30.99	\$35.15	\$35.93	\$38.36	\$39.21	\$40.29
PSE70*		Motor Pool Driver*	\$27.95	\$30.33	\$31.01	\$33.37	\$34.18	\$35.27
PROFESSIONAL/TECHNICAL								
PSE14		Technology Specialist	\$39.60	\$43.60	\$43.70	\$45.45	\$45.95	\$46.95
PSE15		Systems Infrastructure Specialist	\$42.87	\$47.15	\$47.25	\$49.00	\$49.50	\$50.50
PSE64		Technology Support	\$29.95	\$33.60	\$33.70	\$35.45	\$35.95	\$36.95
PSE69		Infrastructure/Network Lead	\$52.86	\$56.49	\$56.59	\$58.34	\$58.84	\$59.84
PSE18		Non-certificated Reg Nurse	\$42.66	\$49.23	\$50.28	\$52.93	\$53.90	\$54.99
PSE19		LPN	\$32.11	\$38.03	\$38.86	\$41.34	\$42.22	\$43.30
PSE 67		Health Room Assistant	\$26.23	\$31.38	\$32.08	\$34.46	\$35.28	\$36.36
PSE63		Family Liaison	\$28.93	\$32.21	\$32.93	\$35.31	\$36.14	\$37.23
PSE20		SECURITY	\$29.37	\$33.34	\$34.08	\$36.48	\$37.32	\$38.40
SECRETARIAL								
PSE22		Office Manager	\$29.96	\$34.21	\$34.97	\$37.38	\$38.23	\$39.31
PSE23		Office Manager (Appr)	\$30.48	\$34.73	\$35.50	\$37.92	\$38.77	\$39.86
PSE24		Secretary II	\$28.04	\$31.95	\$32.67	\$35.05	\$35.87	\$36.96
PSE25		Secretary II (Appr)	\$28.56	\$32.47	\$33.20	\$35.59	\$36.42	\$37.50
PSE26		Secretary I	\$26.57	\$29.96	\$30.64	\$32.99	\$33.80	\$34.88
PSE27		Secretary I (Appr)	\$27.09	\$30.48	\$31.17	\$33.53	\$34.34	\$35.42
PSE28		Clerical	\$24.76	\$28.56	\$29.21	\$31.54	\$32.34	\$33.42
PSE61		Clerical (Appr)	\$25.28	\$29.08	\$29.74	\$32.08	\$32.88	\$33.97
PARA EDUCATORS								
PSE29		Para Educator I	\$23.74	\$26.85	\$27.47	\$29.77	\$30.56	\$31.64
PSE54		Para Educator II (ASSIST)	\$25.46	\$28.18	\$28.83	\$31.15	\$31.94	\$33.03
PSE30		Para Educator III (Para II)	\$24.76	\$27.94	\$28.58	\$30.89	\$31.69	\$32.77
PSE55		Para Educator IV (ASSIST II)	\$26.23	\$28.95	\$29.61	\$31.95	\$32.75	\$33.83
PSE32		Para Educator V (Para Technical)	\$29.27	\$33.97	\$34.73	\$37.14	\$37.98	\$39.07
PSE33		Campus Supervision	\$25.77	\$29.25	\$29.92	\$32.26	\$33.06	\$34.15
PSE60		Campus Supervision (Appr)	\$26.29	\$29.81	\$30.49	\$32.84	\$33.65	\$34.73

Bd Approval _____

**PSE - Schedule A ~ Hourly Wage Including Vacation
Stanwood-Camano School District
September 1, 2022 - August 31, 2023**

<u>CLASSIFICATION</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>	
	(0-1 YRS) 22-23	(2-7 YRS) 22-23	(8-14 YRS) 22-23	(15-19 YRS) 22-23	(20-24 YRS) 22-23	(25+ YRS) 22-23	
FOOD SERVICE							
PSE34	Food Service Assistant	\$21.04	\$23.97	\$24.53	\$26.79	\$27.55	\$28.63
PSE35	Food Service Assistant (Appr)	\$21.56	\$24.49	\$25.06	\$27.33	\$28.09	\$29.17
PSE38	Food Service Manager Elem/Sec	\$24.62	\$27.56	\$28.19	\$30.50	\$31.29	\$32.37
PSE39	Food Service Manager Elem/Sec (Appr)	\$25.14	\$28.08	\$28.72	\$31.04	\$31.83	\$32.92
PSE41	Food Service Manager Elem/Sec (Appr+3)	\$25.66	\$28.60	\$29.25	\$31.58	\$32.37	\$33.46
PSE65	High School Manager (Lead Cook)	\$25.29	\$29.00	\$29.66	\$31.99	\$32.79	\$33.88
PSE66	Secondary School Manager (Lead Cook Appr)	\$25.81	\$29.52	\$30.19	\$32.53	\$33.34	\$34.42
PSE68	Secondary School Manager (Lead Cook Appr+)	\$26.33	\$30.04	\$30.72	\$33.07	\$33.88	\$34.96
PSE42	Food Service High School Cook	\$24.45	\$27.30	\$27.93	\$30.23	\$31.02	\$32.11
PSE43	Food Service High School Cook (Appr)	\$24.97	\$27.82	\$28.46	\$30.77	\$31.56	\$32.65
PSE50	Mail/Food Delivery	\$27.28	\$30.40	\$31.08	\$33.44	\$34.25	\$35.34
PSE51	Mail/Food Delivery (Appr)	\$27.80	\$30.92	\$31.61	\$33.98	\$34.79	\$35.88

*Appr - 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 certification shall receive an additional twenty-five (25) cents for each step. Documentation for all steps must be submitted by October 1st of each school year.