

**Contact:**

Christine Del Pozo, Executive Dir. of Human Resources
Stanwood-Camano School District
26920 Pioneer Highway, Stanwood, WA 98292
360-629-1200
cdelpozo@stanwood.wednet.edu

TO: Stanwood-Camano Board of Directors

FROM: Christine Del Pozo, Executive Director of Human Resources

SUBJECT: Updated Salary Schedule for Public School Employees of Stanwood-Camano

DATE: July 2, 2024

TYPE: Action Required

I have provided, for your approval, a copy of the 2024-25 salary schedule for Public School Employees of Stanwood-Camano. All salaries have been increased by the Implicit Price Deflator. No additional percentage has been added.

Recommendations: We recommend you approve the attached 2024-25 salary schedule for the Public School Employees of Stanwood-Camano..

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

www.stanwood.wednet.edu

PSE - Schedule A ~ Hourly Wage Including Vacation
Stanwood-Camano School District
September 1, 2024 - August 31, 2025

<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)	(2-7 YRS)	(8-14 YRS)	15-19 YRS	20-24 YRS	(25+ YRS)
		24-25	24-25	24-25	24-25	24-25	24-25
		(Avg Low)		(Avg High)	\$1.75	\$2.25	\$3.25
					Longevity	Longevity	Longevity
MATRIX CODE	<u>CUSTODIAL</u>						
PSE00	Custodians	\$29.20	\$32.47	\$32.57	\$34.32	\$34.82	\$35.82
PSE58	Custodians (Appr)	\$29.70	\$32.97	\$33.07	\$34.82	\$35.32	\$36.32
PSE01	Lead Custodian	\$31.30	\$33.86	\$33.96	\$35.71	\$36.21	\$37.21
PSE53	Lead Custodian (Appr)	\$31.80	\$34.36	\$34.46	\$36.21	\$36.71	\$37.71
PSE02	Middle School Lead Custodian	\$32.01	\$34.18	\$34.28	\$36.03	\$36.53	\$37.53
PSE56	Middle School Lead Custodian (Appr)	\$32.51	\$34.68	\$34.78	\$36.53	\$37.03	\$38.03
PSE03	High School Lead Custodian	\$32.47	\$35.47	\$35.57	\$37.32	\$37.82	\$38.82
PSE57	High School Lead Custodian (Appr)	\$32.97	\$35.97	\$36.07	\$37.82	\$38.32	\$39.32
	<u>MAINTENANCE/GROUNDS</u>						
PSE04	Maintenance/Grounds	\$36.81	\$38.91	\$39.01	\$40.76	\$41.26	\$42.26
PSE05	Maintenance/Grounds (Appr)	\$37.31	\$39.41	\$39.51	\$41.26	\$41.76	\$42.76
PSE06	Maintenance/HVAC	\$42.06	\$47.21	\$47.31	\$49.06	\$49.56	\$50.56
PSE07	Maintenance/HVAC (Appr)	\$42.56	\$47.71	\$47.81	\$49.56	\$50.06	\$51.06
PSE08	Lead Groundskeeper	\$38.65	\$43.41	\$43.51	\$45.26	\$45.76	\$46.76
PSE09	Lead Groundskeeper (Appr)	\$39.15	\$43.91	\$44.01	\$45.76	\$46.26	\$47.26
	<u>TRANSPORTATION</u>						
PSE10	Bus Drivers	\$32.08	\$36.54	\$37.35	\$39.80	\$40.66	\$41.75
PSE11	Mechanics	\$36.56	\$42.43	\$42.53	\$44.28	\$44.78	\$45.78
PSE71	Mechanics (Appr)	\$37.06	\$42.93	\$43.03	\$44.78	\$45.28	\$46.28
PSE12	Lead Mechanic	\$39.87	\$44.30	\$44.40	\$46.15	\$46.65	\$47.65
PSE13	Service Technician	\$30.38	\$34.15	\$34.91	\$37.32	\$38.17	\$39.25
PSE62	Dispatcher/Driver Trainer	\$35.84	\$40.52	\$41.40	\$43.92	\$44.81	\$45.90
PSE72	Dispatch/Router	\$33.97	\$38.54	\$39.38	\$41.86	\$42.75	\$43.83
PSE70*	Motor Pool Driver*	\$30.64	\$33.25	\$34.00	\$36.40	\$37.23	\$38.32
	<u>PROFESSIONAL/TECHNICAL</u>						
PSE14	Technology Specialist	\$43.41	\$47.80	\$47.90	\$49.65	\$50.15	\$51.15
PSE15	Systems Infrastructure Specialist	\$46.99	\$51.69	\$51.79	\$53.54	\$54.04	\$55.04
PSE64	Technology Support	\$32.83	\$36.84	\$36.94	\$38.69	\$39.19	\$40.19
PSE69	Infrastructure/Network Lead	\$57.94	\$61.93	\$62.03	\$63.78	\$64.28	\$65.28
PSE18	Non-certificated Reg Nurse	\$46.76	\$53.97	\$55.11	\$57.83	\$58.84	\$59.93
PSE19	LPN	\$35.19	\$41.70	\$42.60	\$45.13	\$46.04	\$47.13
PSE 67	Health Room Assistant	\$28.75	\$34.41	\$35.17	\$37.59	\$38.44	\$39.52
PSE63	Family Liaison	\$31.72	\$35.31	\$36.09	\$38.53	\$39.38	\$40.47
PSE20	<u>SECURITY</u>	\$32.19	\$36.54	\$37.35	\$39.80	\$40.66	\$41.75
	<u>SECRETARIAL</u>						
PSE22	Office Manager	\$32.84	\$37.50	\$38.33	\$40.79	\$41.67	\$42.75
PSE23	Office Manager (Appr)	\$33.36	\$38.02	\$38.86	\$41.33	\$42.21	\$43.29
PSE24	Secretary II	\$30.74	\$35.03	\$35.81	\$38.24	\$39.09	\$40.17
PSE25	Secretary II (Appr)	\$31.25	\$35.56	\$36.34	\$38.78	\$39.64	\$40.72
PSE26	Secretary I	\$29.13	\$32.85	\$33.59	\$35.98	\$36.82	\$37.90
PSE27	Secretary I (Appr)	\$29.65	\$33.37	\$34.12	\$36.52	\$37.36	\$38.44
PSE28	Clerical	\$27.15	\$31.31	\$32.02	\$34.39	\$35.21	\$36.29
PSE61	Clerical (Appr)	\$27.66	\$31.83	\$32.55	\$34.93	\$35.75	\$36.84
	<u>PARA EDUCATORS</u>						
PSE29	Para Educator I	\$26.01	\$29.45	\$30.12	\$32.46	\$33.26	\$34.35
PSE54	Para Educator II (ASSIST)	\$27.91	\$30.90	\$31.60	\$33.96	\$34.78	\$35.87
PSE30	Para Educator III (Para II)	\$27.15	\$30.63	\$31.32	\$33.69	\$34.50	\$35.58
PSE55	Para Educator IV (ASSIST II)	\$28.75	\$31.74	\$32.46	\$34.83	\$35.66	\$36.74
PSE32	Para Educator V (Para Technical)	\$32.07	\$37.25	\$38.07	\$40.54	\$41.41	\$42.49
PSE33	Campus Supervision	\$28.25	\$32.08	\$32.80	\$35.18	\$36.01	\$37.09
PSE60	Campus Supervision (Appr)	\$28.77	\$31.45	\$33.32	\$35.71	\$36.55	\$37.63

Bd Approval _____

PSE - Schedule A ~ Hourly Wage Including Vacation
Stanwood-Camano School District
September 1, 2024 - August 31, 2025

		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)
<u>CLASSIFICATION</u>		24-25	24-25	24-25	24-25	24-25	24-25
<u>FOOD SERVICE</u>							
PSE34	Food Service Assistant	\$23.06	\$26.28	\$26.88	\$29.18	\$29.96	\$31.04
PSE35	Food Service Assistant (Appr)	\$23.58	\$26.80	\$27.42	\$29.72	\$30.50	\$31.59
PSE38	Food Service Manager Elem/Sec	\$26.98	\$30.22	\$30.91	\$33.26	\$34.07	\$35.16
PSE39	Food Service Manager Elem/Sec (Appr)	\$27.51	\$30.74	\$31.44	\$33.80	\$34.61	\$35.70
PSE41	Food Service Manager Elem/Sec (Appr+3)	\$28.03	\$31.26	\$31.97	\$34.34	\$35.16	\$36.24
PSE65	HS/CK Manager (Lead Cook)	\$28.27	\$31.79	\$32.50	\$34.88	\$35.70	\$36.79
PSE66	HS/CK Manager (Lead Cook Appr)	\$28.79	\$32.30	\$33.03	\$35.41	\$36.24	\$37.33
PSE68	HS/CK Manager (Lead Cook Appr+3)	\$29.31	\$32.82	\$33.56	\$35.95	\$36.78	\$37.87
PSE42	Food Service High School Cook	\$26.80	\$29.93	\$30.61	\$32.96	\$33.77	\$34.85
PSE43	Food Service High School Cook (Appr)	\$27.32	\$30.45	\$31.14	\$33.50	\$34.31	\$35.40
PSE50	Mail/Food Delivery	\$29.91	\$33.33	\$34.07	\$36.47	\$37.31	\$38.40
PSE51	Mail/Food Delivery (Appr)	\$30.43	\$33.85	\$34.61	\$37.02	\$37.86	\$38.94

*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 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.