STANWOOD-CAMANO
SCHOOL DISTRICT

Contact:
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TO: Stanwood-Camano Board of Directors

FROM: Christine Del Pozo, Executive Director of Human Resources

SUBJECT: Letter of Agreement with the Public School Employees of Stanwood-Camano

DATE: June 17, 2025

TYPE: Action Required

Please see the attached Letter of Agreement with the Public School Employees of Stanwood-Camano outlining the process to incentivize recruitment of bus drivers. The Letter of Agreement would be effective from September 1, 2025 through August 31, 2026.

Recommendation: We recommend you approve this Letter of Agreement with the Public School Employees of Stanwood-Camano.

LETTER OF AGREEMENT

THE PURPOSE OF THIS LETTER OF AGREEMENT IS TO SET FORTH THE FOLLOWING AGREEMENT(S) BETWEEN PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL 1948, STANWOOD CAMANO CHAPTER #1125 AND THE STANWOOD CAMANO SCHOOL DISTRICT #401. THIS AGREEMENT IS ENTERED INTO PURSUANT TO THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

The parties agree to the following:

In order to incentivize recruitment of Bus Drivers, the District and Public School Employees of Stanwood Camano, agree to pay new Bus Driver Trainees the equivalent to seventy (70) hours at the Washington State minimum wage rate. Drivers coming to the SCSD from other districts will earn incentive pay equivalent to forty (40) hours at the Washington State minimum wage rate.

The funds will be payable to new Bus Driver employees or substitutes after thirty (30) days of driving for the Stanwood Camano School District.

Half of the incentive pay will be paid in the first possible payroll following five (5) days of driving.

This Letter of Agreement shall become effective on September 1, 2025 and will remain in effect through August 31, 2026.

PUBLIC SCHOOL EMPLOYEES
OF WASHINGTON / SEIU LOCAL 1948

STANWOOD CAMANO CHAPTER #1125	STANWOODCAMANO SCHOOL #401
BY:_____	BY:_____
Judith Brown, Chapter President	Christine Del Pozo, Executive Director of HR
DATE:_____	DATE:_____