

**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 that will occur if no qualified Health Room Assistant (HRA) substitute is available. Paraeducators who are trained and available to work in the Health Room will be paid at the HRA rate of pay or their current rate of pay, whichever is higher.

This agreement is for the 2025-2026 school year only.

Recommendations: We recommend you approve this Letter of Agreement with 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

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 ensure adequate staffing in classrooms and programs, when a Health Room Assistant (HRA) substitute cannot be located in a building, the following process will be used by building/program administrators:

- By September 15th, building/program administrators will send a notice to paraeducators asking for two (2) individuals to serve as emergency substitutes for the HRA position.
- These two (2) individuals will be selected based on seniority.
- The paraeducators will receive training to be an emergency HRA substitute.

The paraeducator whose duties are reassigned to HRA, on an as needed basis, will receive their rate of pay or the HRA rate of pay, whichever is higher.

This Letter of Agreement shall become effective upon the signature of all parties involved and will be in effect for the 2025-2026 school year only.

PUBLIC SCHOOL EMPLOYEES
OF WASHINGTON / SEIU LOCAL 1948

STANWOOD CAMANO CHAPTER #1125

STANWOOD CAMANO SCHOOL #401

BY: 
Judith Brown (Jun 5, 2025 16:56 PDT)
Judith Brown, Chapter President

BY: _____
Christine Del Pozo, Executive Director of HR

DATE: 06/05/2025

DATE: _____

