

**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 17, 2025

TYPE: Action Required

Please see the attached Memorandum of Understanding with the Public School Employees of Stanwood-Camano to provide paraeducator training and two options for paraeducator workplan schedules based on student needs.

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

Recommendations: We recommend you approve this Memorandum of Understanding 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

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MEMORANDUM OF UNDERSTANDING

THE PURPOSE OF THIS MEMORANDUM OF UNDERSTANDING 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 THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

The parties agree to the following memorandum applicable to paraeducators employed with six (6) hours average per day or greater:

Paraeducator Training:

The District shall offer up to five (5) mandatory paraeducator training sessions during the 2025-2026 school year. These trainings shall be made available to all paraeducators. Paraeducators who attend these training sessions outside of their regularly scheduled workday shall timesheet the additional time worked.

Paraeducator Scheduling:

To address student needs, there shall be two (2) paraeducator workplan schedules. Schedules shall include:

- Consistent hours Monday-Friday; or
- Consistent hours Monday-Tuesday, Thursday-Friday, and hours consistent with the late start student schedule on Wednesdays. The time not worked on late start Wednesdays shall be reallocated to the remaining days of the week so no employee shall suffer a reduction in hours.

Building Principals will offer schedules based on seniority and/or student needs. Should student needs cause seniority bypass, such justification shall be provided per Section 10.7 of this Agreement.

This Memorandum of Understanding shall become effective upon the signature of all parties and will be in effect for the 2025-2026 school year.

PUBLIC SCHOOL EMPLOYEES
OF WASHINGTON / SEIU LOCAL 1948

STANWOOD CAMANO CHAPTER #1125

STANWOOD CAMANO SCHOOL #401

BY: Judith Brown (Jun 5, 2025 16:57 PDT)
Judith Brown, Chapter President

BY: _____
Christine Del Pozo, Executive Director of HR

DATE: 06/05/2025

DATE: _____