

**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 Building Administrators

DATE: June 17, 2025

TYPE: Action Required

The attached Memorandum of Understanding outlines changes to the building administrators' agreement for the 2025-2026 school year.

- Administrator salaries will only be increased at the implicit price deflator (I.P.D.) rate of 2.5% for the 25-26 school year.

Recommendations: We recommend you approve this memorandum of understanding.

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 between
Stanwood-Camano School District
And
Stanwood-Camano Building Administrators

The district has an interest in ensuring that the School Board of Directors is presented and approves a balanced budget that ensures students can be delivered an educational program while honoring the work and compensation of our staff. The district and the Stanwood-Camano Building Administrators agree to the following modifications to the 2024-2027 contract. The items outlined in this Memorandum of Understanding only apply to the 2025-2026 school year.

- Article II: Salaries
 - Building administrators will forgo a salary increase above IPD for the 25-26 school year. This will be renegotiated in the spring of the 25-26 school year for the 26-27 school year.

On behalf of the Stanwood-Camano School District, the Board of Directors:

_____ Date: _____
Al Schreiber, School Board President

_____ Date: _____
Ryan Ovenell, Interim Superintendent

On behalf of the Stanwood-Camano School District Building Administrators:

_____ Date: _____
Cherae Almanza, Principal PSMS

_____ Date: _____
Kimberly Caldwell, Principal CES

_____ Date: _____
Ross Short, Career and Technical Education Director