

**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: Salary Schedule for Public School Employees of Stanwood-Camano

DATE: July 1, 2025

TYPE: Action Required

Attached is a copy of the 2025-2026 salary schedule for Public School Employees of Stanwood-Camano. All salaries have been increased by the Implicit Price Deflator (IPD) plus one and a half percent.

One-to-one Paraeducator positions will be posted at a pay rate that reflects the increased responsibilities based on student needs. These needs may be reassessed in January by either the employee or the building administrator, potentially resulting in a mid-year wage adjustment. The Executive Director of Special Services, with input from administrators and PSE, will determine the appropriate rate using the Paraeducator Rubric.

Recommendations: We recommend you approve the attached 2025-2026 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, 2025 - August 31, 2026

		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)
CLASSIFICATION		25-26	25-26	25-26	25-26	25-26	25-26
		(Avg Low)		(Avg High)	\$1.75	\$2.25	\$3.25
				Longevity		Longevity	Longevity
MATRIX CODE	CUSTODIAL						
PSE00	Custodians	\$30.37	\$33.77	\$33.87	\$35.62	\$36.12	\$37.12
PSE58	Custodians (Appr)	\$30.87	\$34.27	\$34.37	\$36.12	\$36.62	\$37.62
PSE01	Lead Custodian	\$32.55	\$35.22	\$35.32	\$37.07	\$37.57	\$38.57
PSE53	Lead Custodian (Appr)	\$33.05	\$35.72	\$35.82	\$37.57	\$38.07	\$39.07
PSE02	Middle School Lead Custodian	\$33.29	\$35.55	\$35.65	\$37.40	\$37.90	\$38.90
PSE56	Middle School Lead Custodian (Appr)	\$33.79	\$36.05	\$36.15	\$37.90	\$38.40	\$39.40
PSE03	High School Lead Custodian	\$33.77	\$36.89	\$36.99	\$38.74	\$39.24	\$40.24
PSE57	High School Lead Custodian (Appr)	\$34.27	\$37.39	\$37.49	\$39.24	\$39.74	\$40.74
MAINTENANCE/GROUNDS							
PSE04	Maintenance/Grounds	\$38.28	\$40.47	\$40.57	\$42.32	\$42.82	\$43.82
PSE05	Maintenance/Grounds (Appr)	\$38.78	\$40.97	\$41.07	\$42.82	\$43.32	\$44.32
PSE06	Maintenance/HVAC	\$43.74	\$49.10	\$49.20	\$50.95	\$51.45	\$52.45
PSE07	Maintenance/HVAC (Appr)	\$44.24	\$49.60	\$49.70	\$51.45	\$51.95	\$52.95
PSE08	Lead Groundskeeper	\$40.20	\$45.15	\$45.25	\$47.00	\$47.50	\$48.50
PSE09	Lead Groundskeeper (Appr)	\$40.70	\$45.65	\$45.75	\$47.50	\$48.00	\$49.00
TRANSPORTATION							
PSE10	Bus Drivers	\$33.37	\$38.01	\$38.84	\$41.32	\$42.20	\$43.28
PSE11	Mechanics	\$38.02	\$44.13	\$44.23	\$45.98	\$46.48	\$47.48
PSE71	Mechanics (Appr)	\$38.52	\$44.63	\$44.73	\$46.48	\$46.98	\$47.98
PSE12	Lead Mechanic	\$41.46	\$46.08	\$46.18	\$47.93	\$48.43	\$49.43
PSE13	Service Technician	\$31.59	\$35.52	\$36.31	\$38.75	\$39.60	\$40.69
PSE62	Dispatcher/Driver Trainer	\$37.27	\$42.14	\$43.05	\$45.59	\$46.51	\$47.59
PSE72	Dispatch/Router	\$35.34	\$40.09	\$40.96	\$43.47	\$44.36	\$45.45
PSE70*	Motor Pool Driver*	\$31.86	\$34.58	\$35.35	\$37.77	\$38.62	\$39.70
PROFESSIONAL/TECHNICAL							
PSE14	Technology Specialist	\$45.15	\$49.72	\$49.82	\$51.57	\$52.07	\$53.07
PSE15	Systems Infrastructure Specialist	\$48.87	\$53.76	\$53.86	\$55.61	\$56.11	\$57.11
PSE64	Technology Support	\$34.14	\$38.32	\$38.42	\$40.17	\$40.67	\$41.67
PSE69	Infrastructure/Network Lead	\$60.26	\$64.41	\$64.51	\$66.26	\$66.76	\$67.76
PSE18	Non-certificated Reg Nurse	\$48.63	\$56.14	\$57.32	\$60.08	\$61.10	\$62.19
PSE19	LPN	\$36.60	\$43.37	\$44.30	\$46.86	\$47.78	\$48.87
PSE 67	Health Room Assistant	\$29.91	\$35.78	\$36.57	\$39.01	\$39.87	\$40.96
PSE63	Family Liaison	\$32.99	\$36.74	\$37.54	\$40.00	\$40.86	\$41.95
PSE20	SECURITY	\$33.48	\$38.01	\$38.84	\$41.32	\$42.20	\$43.28
SECRETARIAL							
PSE22	Office Manager	\$34.16	\$39.01	\$39.86	\$42.35	\$43.23	\$44.32
PSE23	Office Manager (Appr)	\$34.67	\$39.53	\$40.39	\$42.89	\$43.78	\$44.87
PSE24	Secretary II	\$31.96	\$36.44	\$37.25	\$39.70	\$40.56	\$41.65
PSE25	Secretary II (Appr)	\$32.48	\$36.96	\$37.77	\$40.23	\$41.10	\$42.19
PSE26	Secretary I	\$30.30	\$34.17	\$34.93	\$37.35	\$38.19	\$39.28
PSE27	Secretary I (Appr)	\$30.82	\$34.69	\$35.46	\$37.89	\$38.74	\$39.82
PSE28	Clerical	\$28.23	\$32.57	\$33.30	\$35.69	\$36.52	\$37.61
PSE61	Clerical (Appr)	\$28.75	\$33.09	\$33.83	\$36.23	\$37.07	\$38.15
PARA EDUCATORS							
PSE29	Para Educator I	\$27.05	\$30.62	\$31.32	\$33.68	\$34.49	\$35.58
PSE54	Para Educator II (ASSIST)	\$29.03	\$32.14	\$32.86	\$35.24	\$36.07	\$37.16
PSE30	Para Educator III (Para II)	\$28.23	\$31.86	\$32.57	\$34.95	\$35.78	\$36.86
PSE55	Para Educator IV (ASSIST II)	\$29.91	\$33.01	\$33.75	\$36.15	\$36.98	\$38.07
PSE32	Para Educator V (Para Technical)	\$33.36	\$38.75	\$39.59	\$42.08	\$42.96	\$44.05
PSE33	Campus Supervision	\$29.38	\$33.36	\$34.10	\$36.51	\$37.35	\$38.43
PSE60	Campus Supervision (Appr)	\$29.90	\$33.88	\$34.64	\$37.05	\$37.89	\$38.97

PSE - Schedule A ~ Hourly Wage Including Vacation
Stanwood-Camano School District
September 1, 2025 - August 31, 2026

		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>		25-26	25-26	25-26	25-26	25-26	25-26
<u>FOOD SERVICE</u>							
PSE34	Food Service Assistant	\$23.98	\$27.34	\$27.96	\$30.27	\$31.06	\$32.15
PSE35	Food Service Assistant (Appr)	\$24.50	\$27.85	\$28.49	\$30.81	\$31.60	\$32.68
PSE38	Food Service Manager Elem/Sec	\$28.07	\$31.44	\$32.14	\$34.52	\$35.34	\$36.42
PSE39	Food Service Manager Elem/Sec (Appr)	\$28.59	\$31.96	\$32.68	\$35.06	\$35.88	\$36.97
PSE41	Food Service Manager Elem/Sec (Appr+3)	\$29.11	\$32.48	\$33.21	\$35.60	\$36.43	\$37.51
PSE65	HS/CK Manager (Lead Cook)	\$29.40	\$33.06	\$33.80	\$36.19	\$37.03	\$38.11
PSE66	HS/CK Manager (Lead Cook Appr)	\$29.92	\$33.58	\$34.33	\$36.74	\$37.58	\$38.66
PSE68	HS/CK Manager (Lead Cook Appr+3)	\$30.44	\$34.10	\$34.86	\$37.27	\$38.12	\$39.20
PSE42	Food Service High School Cook	\$27.87	\$31.13	\$31.83	\$34.20	\$35.02	\$36.11
PSE43	Food Service High School Cook (Appr)	\$28.39	\$31.66	\$32.37	\$34.75	\$35.57	\$36.65
PSE73	Food Service Delivery Assistant	\$26.78	\$30.34	\$31.03	\$33.39	\$34.20	\$35.28
PSE50	Mail/Food Delivery	\$31.11	\$34.67	\$35.44	\$37.86	\$38.71	\$39.79
PSE51	Mail/Food Delivery (Appr)	\$31.63	\$35.19	\$35.97	\$38.40	\$39.26	\$40.34

***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 doing so is not subject to grievance.)**

Section 17.11 Food service employees upon reaching and maintaining the second and third step of their 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.