

**Contact:**

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TO: Stanwood-Camano Board of Directors

FROM: Christine Del Pozo, Executive Director of Human Resources

SUBJECT: Stanwood-Camano Education Association (SCEA) Salary Schedule for the 2025-2026 School Year

DATE: July 1, 2025

TYPE: Action Required

Attached is a copy of the 2025-2026 salary schedule for certificated employees. All salaries have been increased by the Implicit Price Deflator (IPD) plus one percent.

Recommendations: We recommend you approve the attached 2025-2026 salary schedule for certificated employees.

Every student is empowered to learn in an inclusive setting
and is prepared for the future of their choice

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STANWOOD-CAMANO SCHOOL DISTRICT #401

COMBINED SALARY SCHEDULE 2025-26

STEP		BA + 0	BA + 15	BA + 30	BA + 45	BA + 90	BA+135(G)	MA	MA + 45	MA + 90
0	BASE	64,998	66,756	68,578	70,405	76,265	80,040	77,950	83,812	87,590
	CURR	1,444	1,483	1,524	1,565	1,695	1,779	1,732	1,862	1,946
	TRI	8,969	9,182	9,402	9,623	10,332	10,789	10,536	11,246	11,703
	TOTAL	75,411	77,421	79,504	81,593	88,292	92,608	90,219	96,920	101,239
1	BASE	65,874	67,658	69,504	71,409	77,331	81,085	78,819	84,741	88,493
	CURR	1,464	1,504	1,545	1,587	1,718	1,802	1,752	1,883	1,967
	TRI	9,075	9,291	9,514	9,745	10,462	10,916	10,642	11,358	11,812
	TOTAL	76,413	78,452	80,563	82,741	89,511	93,803	91,212	97,982	102,272
2	BASE	66,710	68,511	70,376	72,427	78,334	82,126	79,692	85,596	89,391
	CURR	1,482	1,522	1,564	1,610	1,741	1,825	1,771	1,902	1,986
	TRI	9,176	9,394	9,620	9,868	10,583	11,042	10,747	11,462	11,921
	TOTAL	77,368	79,427	81,560	83,904	90,658	94,993	92,210	98,960	103,298
3	BASE	67,571	69,387	71,273	73,392	79,286	83,169	80,521	86,409	90,297
	CURR	1,502	1,542	1,584	1,631	1,762	1,848	1,789	1,920	2,007
	TRI	9,280	9,500	9,728	9,985	10,698	11,168	10,848	11,560	12,031
	TOTAL	78,353	80,429	82,585	85,008	91,746	96,185	93,158	99,889	104,334
4	BASE	68,414	70,312	72,209	74,399	80,329	84,241	81,390	87,316	91,233
	CURR	1,520	1,562	1,605	1,653	1,785	1,872	1,809	1,940	2,027
	TRI	9,382	9,612	9,842	10,107	10,824	11,298	10,953	11,670	12,144
	TOTAL	79,317	81,486	83,655	86,159	92,938	97,411	94,151	100,926	105,404
5	BASE	69,911	71,835	73,767	76,102	82,061	86,089	83,015	88,976	93,002
	CURR	1,554	1,596	1,639	1,691	1,824	1,913	1,845	1,977	2,067
	TRI	9,563	9,796	10,030	10,313	11,034	11,521	11,149	11,871	12,358
	TOTAL	81,028	83,228	85,436	88,106	94,918	99,524	96,009	102,824	107,427
6	BASE	70,814	72,696	74,695	77,147	83,078	87,126	83,927	89,859	93,905
	CURR	1,574	1,615	1,660	1,714	1,846	1,936	1,865	1,997	2,087
	TRI	9,673	9,900	10,142	10,439	11,157	11,647	11,260	11,978	12,467
	TOTAL	82,060	84,212	86,497	89,301	96,081	100,709	97,052	103,834	108,459
7	BASE	72,405	74,314	76,338	78,923	84,942	89,103	85,637	91,653	95,817
	CURR	1,609	1,651	1,696	1,754	1,888	1,980	1,903	2,037	2,129
	TRI	9,865	10,096	10,341	10,654	11,383	11,886	11,467	12,195	12,699
	TOTAL	83,879	86,062	88,376	91,331	98,212	102,969	99,007	105,884	110,645
8	BASE	74,730	76,745	78,818	81,615	87,716	92,029	88,326	94,427	98,740
	CURR	1,661	1,705	1,752	1,814	1,949	2,045	1,963	2,098	2,194
	TRI	10,147	10,390	10,641	10,980	11,718	12,240	11,792	12,530	13,053
	TOTAL	86,537	88,841	91,211	94,409	101,384	106,314	102,081	109,056	113,987
9	BASE	74,730	79,260	81,437	84,336	90,579	95,038	91,044	97,290	101,752
	CURR	1,661	1,761	1,810	1,874	2,013	2,112	2,023	2,162	2,261
	TRI	10,147	10,695	10,958	11,309	12,065	12,605	12,121	12,877	13,417
	TOTAL	86,537	91,716	94,205	97,519	104,657	109,754	105,188	112,329	117,430
10	BASE	75,397	79,969	84,839	87,976	94,358	99,009	94,746	101,130	105,778
	CURR	1,676	1,777	1,885	1,955	2,097	2,200	2,105	2,247	2,351
	TRI	10,227	10,781	11,370	11,750	12,522	13,085	12,569	13,342	13,904
	TOTAL	87,300	92,527	98,095	101,681	108,977	114,294	109,421	116,719	122,033

STANWOOD-CAMANO SCHOOL DISTRICT #401

COMBINED SALARY SCHEDULE 2025-26

STEP		BA + 0	BA + 15	BA + 30	BA + 45	BA + 90	BA+135(G)	MA	MA + 45	MA + 90
11	BASE	75,397	79,969	84,839	90,946	97,465	102,212	97,716	104,238	108,981
	CURR	1,676	1,777	1,885	2,021	2,166	2,271	2,171	2,316	2,422
	TRI	10,227	10,781	11,370	12,109	12,898	13,473	12,929	13,718	14,292
	TOTAL	87,300	92,527	98,095	105,076	112,529	117,956	112,816	120,272	125,695
12	BASE	75,397	79,969	84,839	93,821	100,659	105,544	100,804	107,430	112,317
	CURR	1,676	1,777	1,885	2,085	2,237	2,345	2,240	2,387	2,496
	TRI	10,227	10,781	11,370	12,457	13,285	13,876	13,302	14,104	14,696
	TOTAL	87,300	92,527	98,095	108,363	116,181	121,765	116,346	123,922	129,509
13	BASE	75,397	79,969	84,839	93,821	103,931	108,960	103,999	110,701	115,731
	CURR	1,676	1,777	1,885	2,085	2,310	2,421	2,311	2,460	2,572
	TRI	10,227	10,781	11,370	12,457	13,681	14,289	13,689	14,500	15,109
	TOTAL	87,300	92,527	98,095	108,363	119,921	125,671	119,999	127,661	133,412
14	BASE	75,397	79,969	84,839	93,821	107,215	112,505	107,288	114,203	119,276
	CURR	1,676	1,777	1,885	2,085	2,383	2,500	2,384	2,538	2,651
	TRI	10,227	10,781	11,370	12,457	14,078	14,719	14,087	14,924	15,538
	TOTAL	87,300	92,527	98,095	108,363	123,676	129,724	123,759	131,665	137,464
15	BASE	76,066	80,678	85,590	94,652	110,984	116,458	111,055	118,213	123,465
	CURR	1,690	1,793	1,902	2,103	2,466	2,588	2,468	2,627	2,744
	TRI	10,308	10,867	11,461	12,558	14,534	15,197	14,543	15,409	16,045
	TOTAL	88,065	93,337	98,953	109,313	127,985	134,243	128,066	136,249	142,254
16	BASE	76,066	80,678	85,590	94,652	113,205	118,788	113,279	120,578	125,937
	CURR	1,690	1,793	1,902	2,103	2,516	2,640	2,517	2,680	2,799
	TRI	10,308	10,867	11,461	12,558	14,803	15,479	14,812	15,695	16,344
	TOTAL	88,065	93,337	98,953	109,313	130,524	136,907	130,608	138,953	145,080