

**Contact:**

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TO: Stanwood-Camano Board of Directors

FROM: Christine Del Pozo, Executive Director of Human Resources

SUBJECT: Stanwood-Camano District Administrator Salary Schedules

DATE: July 1, 2025

TYPE: Action Required

Attached is a copy of the updated district administrator salary schedule for the 2025-2026 school year. All district administrative salaries have been increased by the Implicit Price Deflator (IPD) plus one percent, except the four “director” district administrative salaries.

The four director district administrative salaries have been increased by IPD plus five percent. This adjustment is intended to align these salaries with the average compensation offered by comparable districts. Ensuring competitive pay is essential to attracting and retaining high-quality employees.

Recommendations: We recommend you approve the updated 2025-2026 salary schedules for district administrative staff.

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

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**District Office Stanwood-Camano School District
Administrators Salary Schedule 2025/2026**

Draft

<u>Position</u>	<u># Days</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
		(0 Years) 2025-26	(1-3 Years) 2025-26	(4 + Years) 2025-26
Food Service Director	260	\$128,664	\$132,278	\$135,892
Transportation Director	260	\$127,633	\$133,830	\$140,028
Maintenance Manager	260	\$127,419	\$133,508	\$139,598
Directors, Executive Director I (Executive Director of Student Support Services)	260	\$189,961	\$197,850	\$205,737
Executive Directors II (Business Services; Human Resources; Special Services, Teaching & Learning)	260	\$207,313	\$215,917	\$224,519
Assistant Superintendent	260	\$207,313	\$215,917	\$224,519
Deputy Superintendent	260	\$207,313	\$215,917	\$224,519
Director of Communications	260	\$139,185	\$144,212	\$149,240

**Doctoral Stipend \$3,000*

Board Approved _____