

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: August 19, 2025

TYPE: Action Required

Please see the attached Memorandum of Understanding with the Public School Employees of Stanwood-Camano outlining the proposed amendment change of Section 17.3 for the 2025-2026 school year. The amendment is the change in salary Schedule A base rate for the 2025-2026 school year (lines 34-36). You already approved the 2025-2026 salary Schedule A at the July 1, 2025, board meeting. This contract amendment outlines that salary increase.

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

1 **MEMORANDUM OF UNDERSTANDING**

2
3 THE PURPOSE OF THIS MEMORANDUM OF UNDERSTANDING IS TO SET FORTH THE
4 FOLLOWING AGREEMENT(S) BETWEEN PUBLIC SCHOOL EMPLOYEES OF STANWOOD-
5 CAMANO CHAPTER #1125, AN AFFILIATE OF PUBLIC SCHOOL EMPLOYEES OF
6 WASHINGTON/SEIU LOCAL 1948, AND THE STANWOOD-CAMANO SCHOOL DISTRICT #401.
7 THIS AGREEMENT IS ENTERED INTO PURSUANT TO ARTICLE XIX, SECTION 19.3 OF THE
8 CURRENT COLLECTIVE BARGAINING AGREEMENT.

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10 The parties agree to amend Section 17.3 as follows:

11 **Section 17.3.**

12 Salaries in each classification are averaged, based on the following comparison districts: Arlington, Lake
13 Stevens, Marysville, Monroe, Mt. Vernon, Oak Harbor, and Snohomish.

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16 Schedule A: The salaries reflected on Schedule A are determined in the following way: The District reviews
17 the hourly pay for job-alike positions in the comparison districts. An average low hourly rate is determined
18 by taking the lowest hourly rate for each position in each comparison district and averaging those rates. An
19 average high hourly rate is determined by taking the highest hourly rate for each position in each
20 comparison district and averaging those rates. The average low hourly rate becomes the Step One rate (0-1
21 years) on Schedule A; the average high hourly rate becomes the Step Three rate (8-14 years) on Schedule A.
22 The Step Two rate (2-7 years) is determined by subtracting ten cents (\$0.10) per hour from the Step Three
23 rate.

24
25 Step Four (15-19 years), Step Five (20-24 years), and Step Six (25+ years) are longevity steps on
26 Schedule A and are based on the Step Three rate. Step four will be paid one dollar seventy-five cents
27 (\$1.75) per hour above the Step Three rate. Step Five will be paid two dollars twenty-five cents (\$2.25)
28 per hour above the Step Three rate, and Step Six will be paid three dollars twenty-five cents (\$3.25) per
29 hour above the Step Three rate.

- 30
- 31 - Effective September 1, 2023, the District shall increase the 2023-2024 Schedule A positions the rate
 - 32 of the Implicit Price Deflator plus two percent (2%) to all positions.
 - 33 - Effective September 1, 2024, the contract shall be opened for wages.
 - 34 - Effective September 1, 2025, the District shall increase the 2025-2026 Schedule A base Rate for all
 - 35 positions by four percent (4%) inclusive of the rate of the Implicit price Deflator, which is two and a
 - 36 half percent (2.5%).

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38 All eligible employees will receive step increases for the duration of the Collective Bargaining
39 Agreement. Classified employees covered by this Agreement will receive State authorized and fully
40 funded cost-of-living adjustments or any State allocation in addition to any negotiated salary increases.

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42 All wage increases, personal leave provisions, Juneteenth holiday, shoe allowances, VEBA
43 contributions, and Building Leadership Team compensation contained in this Agreement are contingent
44 upon Educational Programs and Operation (EPO) levy passage.



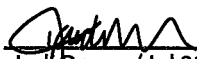
1 If there are increases or decreases in the State funding allocation for classified employees salaries during the
2 term of the Agreement, Section 17.3 and Schedule A may be reopened upon request by either party to
3 negotiate salary.

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5 This Memorandum of Understanding shall become effective upon the signature of both parties and shall be
6 attached to the current Collective Bargaining Agreement.
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10 PUBLIC SCHOOL EMPLOYEES OF
11 WASHINGTON/SEIU LOCAL 1948

12
13 STANWOOD-CAMANO CHAPTER, #1125

14
15 STANWOOD-CAMANO SCHOOL DISTRICT #401

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17 BY: 
18 ~~Judith Brown (Jul 31, 2025 17:52:25 PDT)~~
19 Judith Brown, Chapter President

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21 BY: _____
22 Christine Del Pozo, Executive Director of HR

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DATE: 07/31/2025

DATE: _____

