


Human Resources
Maurene Stanton
Executive Director of Human Resources

Date: September 19, 2017

To: Stanwood Camano School Board

From: Maurene Stanton 

RE: Letter of Agreement with PSE

Attached you will find a Letter of Agreement effective September 20, 2017 through June 30, 2018. This agreement is in addition to contract language in the current Collective Bargaining Agreement between the Stanwood-Camano School District (the District) and the Public School Employees of Stanwood-Camano (PSE) and one to be ratified and approved by the board for the 2017-20 school years.

The current practice of having vacation contracts for all less than 260 day employees is changing. Staff member's hourly rate of pay will reflect the addition of vacation factor into their rate of pay rather than a separate paid assignment. This change of practice necessitated aligning longevity steps to vacation steps. The Letter of Agreement provides for those staff members whose longevity and vacation steps do not align and thus their vacation factor would be adversely impacted.

If you have any questions regarding this letter of agreement, I will be happy to answer them for you.

I recommend your approval of this Letter of Agreement.

Letter of Agreement

THE PURPOSE OF THIS LETTER OF AGREEMENT IS TO SET FORTH THE FOLLOWING AGREEMENT BETWEEN PUBLIC SCHOOL EMPLOYEES OF STANWOOD-CAMANO (the "Association") AND THE STANWOOD-CAMANO SCHOOL DISTRICT #401 (the "District"). THIS AGREEMENT IS ENTERED INTO PURSUANT TO ARTICLE XVIII, SECTION 18.3 OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

The parties agreed:

Imbedding the vacation formula into the hourly rate of pay necessitated the alignment of vacation and longevity steps, impacting the pay of employees with hire days of March 1, 2011 through February 28, 2013. The pay differential will be paid to these employees to preclude any negative impact. This differential will be paid until affected employees reach 8 years of employment.

This Letter of Agreement shall become effective upon signature, shall remain in effect until August 31, 2020, and shall be attached to the current Collective Bargaining Agreement.

PUBLIC SCHOOL EMPLOYEES
OF WASHINGTON/SEIU Local 1948

PUBLIC SCHOOL EMPLOYEES
OF STANWOOD-CAMANO

STANWOOD-CAMANO SCHOOL DISTRICT #401

BY: 
Gary Forslund, Chapter President

BY: _____
Maurene Stanton, Exec. Dir. of HR

DATE: September 13, 2017

DATE: September 19, 2017