

Human Resources  
Linda D. Littlefield  
Executive Director of Human  
Resources



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Date: December 18, 2012

To: School Board Members

From: Linda Littlefield

RE: Memorandum of Understanding with SCEA

This Memorandum of Understanding with Stanwood-Camano Education Association address the salary payment of several CTE teachers whose contract and services rendered extend from July 1 to June 30, rather than from September 1 through August 31 like the remainder of the non-supervisory, certificated employees in our district. This difference of contract year makes it impossible on years when we have not come to agreement on salary to compensate these individuals appropriately.

This agreement provides agreement on how these individuals will be paid until they resign or retire their positions. It also serves to correctly align the contract year for newly hired employees with other members of the bargaining unit. It is not possible to realign contract years for current employees without adverse impact on their salary, thus this remedy.

This memorandum has been reviewed by legal counsel. Please let me know if you have questions.

I recommend your approval.

**Memorandum of Understanding  
By and Between the Stanwood-Camano School District  
and the Stanwood-Camano Education Association**

This Memorandum of Understanding is supplemental to the 2012-15 Collective Bargaining Agreement (the "Agreement") by and between the Stanwood-Camano Education Association (the "Association") and the Stanwood-Camano School District (the "District").

This memorandum addresses the salary payment of non-supervisory, certificated employees whose contract and services rendered extend from July 1 to June 30, rather than from September 1 to August 31. Currently these employees include certain CTE teachers with summer instructional responsibilities.

It is agreed that these non-supervisory, certificated employees whose work begins before the start of the traditional school year shall be paid at the salary rate negotiated for the next school year. If the salary rate for the next school year is unknown when the individual contract begins, the individual shall receive retroactive payment in the September paycheck for the time not paid at the subsequently negotiated rate.

As the employees in these positions resign or retire, newly hired employees will be placed on a September 1 - August 31 contract to align with other members of the bargaining unit.

This Memorandum of Understanding shall not hereafter be invoked by either party as precedent in connection with any other negotiations, collective bargaining, grievance or other proceedings between the parties, except for the purpose of enforcing the Memorandum of Understanding itself.

By: \_\_\_\_\_

By: \_\_\_\_\_

Its: \_\_\_\_\_

Its: \_\_\_\_\_

Dated: \_\_\_\_\_

Dated: \_\_\_\_\_