

Human Resources
Linda D. Littlefield
Executive Director of Human Resources
Stanwood Camano School District



Date: March 5, 2013
To: School Board Members
From: Linda Littlefield, Executive Director of Human Resources
RE: Memorandum of Agreement for Traffic Safety Rate of Pay

The attached Memorandum is regarding the hourly rate of pay for traffic safety instructors. The 2012-15 Collective Bargaining Agreement identifies the rate of pay as \$32.32 per hour for the 2012-13 school year. Due to declining participation, the District has determined that the program is unable to support the bargained hourly rate and has requested the Association's consideration to lower the trainers rate of pay to \$30.00 per hour. Student participation has decreased from over 400 participants to approximately 250 participants over the past several years due to our significant decline in student enrollment. The program manager, Tom Levan, is attempting to keep the program competitive with other area programs by not increasing student costs. He is concerned that raising student costs would result in further loss of student participants.

This Memorandum is the agreement that for this school year only, the rate of pay will be changed as noted above. Unless there is an agreement between the District and the Association, this Memorandum of Agreement expires on August 31, 2013.

If you have question, please contact me at your convenience. I recommend your approval of this Memorandum.

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

This Memorandum of Agreement regarding hourly pay rate for traffic safety instructors modifies 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").

The Traffic Safety Program has experienced a significant decline in student participation due to the declining enrollment of the District. The program is self-supporting and dependent upon assessing a student fee to fund all the needs of the program. Due to the declining participation, the District has determined the program is currently unable to support the bargained hourly rate of \$32.32 for Driver Trainers and has requested that the rate be reduced effective September 1, 2012 to an hourly rate of \$30.00 per hour.

It is therefore agreed that in order to address the impacts of declining participation in the program in lieu of raising student costs, beginning September 1, 2012 that Section 6.5 Driver's Education Pay will be modified to the following: "employees assigned to instruct Driver's Education shall be paid at a rate of \$30.00 per hour of instruction for the 2012-13 school year."

The parties agree that this memorandum of agreement sets forth the entire Agreement between the parties and fully supersedes any and all prior agreements or understandings between them pertaining to this particular subject matter. The parties agree that this Agreement is non-precedential and will not be invoked as a waiver or admission of any kind whatsoever by either party. The parties further agree that this Agreement shall expire, unless mutual agreement exists to continue it on August 31, 2013.

Stanwood-Camano Education Association

By: _____

Date: _____

Stanwood-Camano School District

By: _____

Date: _____