

# Human Resources

Maurene Stanton

Executive Director of Human Resources

Stanwood Camano School District

---

**Date:** June 21, 2015

**To:** Board of Directors

**From:** Maurene Stanton

**RE:** Approval of Updated Salary Schedules

I have provided, for your review, updates of the salary schedules for PSE Schedule A.

The salary schedules for all individuals have been increased by Cost of Living Adjustment authorized and funded by the state legislature for the 2016-17 school year. This adjustment is per our current contract agreements with these employee groups.

As you review these documents, if you have any questions please call me at your convenience.

## RECOMMENDATIONS:

I recommend that the board approve the salary schedules for non-represented office workers, Public School Employees, building administrators, and district level administrators.

**PSE - Schedule A**  
**Stanwood-Camano School District**  
**September 1, 2016 - August 31, 2017**

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	SUB PAY	
	(0-1 YRS) (Average Low)	(2-7 YRS)	(8-14 YRS) (Average High)	(15-19 YRS) (Longevity Step .28 Above Avg)	(20-24 YRS) (Longevity Step .43 Above Avg)	(25+ YRS) (Longevity Step .60 Above Avg)		
<b>MATRIX</b>								
<b>CODE CUSTODIAL</b>								
PSE00; 58*	Custodians	\$19.18	\$21.30	\$21.40	\$21.68	\$21.83	\$22.00	\$15.79
PSE01; 53*	Lead Custodian	\$20.55	\$22.12	\$22.22	\$22.50	\$22.65	\$22.82	
PSE02; 56*	Middle School Lead Custodian	\$21.03	\$22.43	\$22.53	\$22.81	\$22.96	\$23.13	
PSE03; 57*	High School Lead Custodian	\$21.33	\$23.27	\$23.37	\$23.65	\$23.80	\$23.97	
<b>MAINTENANCE/GROUNDS</b>								
PSE04; 05*	Maintenance/Grounds	\$24.18	\$25.53	\$25.63	\$25.91	\$26.06	\$26.23	\$17.78
PSE06; 07*	Maintenance/HVAC	\$26.78	\$29.55	\$29.65	\$29.93	\$30.08	\$30.25	
PSE08; 09*	Lead Groundskeeper	\$24.18	\$26.58	\$26.68	\$26.96	\$27.11	\$27.28	
<b>TRANSPORTATION</b>								
PSE10	Bus Drivers	\$20.27	\$22.70	\$22.80	\$23.08	\$23.23	\$23.40	\$17.59
PSE11	Mechanics	\$24.02	\$27.83	\$27.93	\$28.21	\$28.36	\$28.53	\$18.43
PSE12	Lead Mechanic	\$26.06	\$28.28	\$28.38	\$28.66	\$28.81	\$28.98	
PSE13	Service Technician	\$19.97	\$21.54	\$21.64	\$21.92	\$22.07	\$22.24	
PSE62	Dispatcher/Driver Trainer	\$22.65	\$25.56	\$25.66	\$25.94	\$26.09	\$26.26	
<b>PROFESSIONAL/TECHNICAL</b>								
PSE14	Technology Specialist	\$28.03	\$28.63	\$28.73	\$29.01	\$29.16	\$29.33	\$17.57
PSE15	Systems Infrastructure Specialist	\$28.03	\$29.25	\$29.35	\$29.63	\$29.78	\$29.95	
PSE64	Technology Support	\$19.41	\$21.68	\$21.78	\$22.06	\$22.21	\$22.38	
PSE18	Non-certificated Reg Nurse	\$29.54	\$34.06	\$34.16	\$34.44	\$34.59	\$34.76	\$24.30
PSE19	LPN	\$22.23	\$26.30	\$26.40	\$26.68	\$26.83	\$27.00	\$18.81
PSE63	Family Liaison	\$20.03	\$20.80	\$20.90	\$21.18	\$21.33	\$21.50	
PSE20	<b>SECURITY</b>	\$20.33	\$23.05	\$23.15	\$23.43	\$23.58	\$23.75	\$16.73
<b>SECRETARIAL</b>								
PSE22; 23*	Office Manager	\$20.74	\$23.30	\$23.40	\$23.68	\$23.83	\$24.00	
PSE24;25*	Secretary II	\$19.41	\$21.68	\$21.78	\$22.06	\$22.21	\$22.38	
PSE26;27*	Secretary I	\$18.40	\$20.71	\$20.81	\$21.09	\$21.24	\$21.41	\$15.45
PSE28;61*	Clerical	\$17.15	\$19.53	\$19.63	\$19.91	\$20.06	\$20.23	\$15.22
<b>PARA EDUCATORS</b>								
PSE29	Para Educator I	\$16.44	\$18.56	\$18.66	\$18.94	\$19.09	\$19.26	\$13.98
PSE30	Para Educator II	\$17.15	\$19.31	\$19.41	\$19.69	\$19.84	\$20.01	
PSE54	ASSIST Para Educator I	\$17.62	\$19.49	\$19.59	\$19.87	\$20.02	\$20.19	
PSE55	ASSIST Para Educator II	\$18.16	\$20.01	\$20.11	\$20.39	\$20.54	\$20.71	
PSE31; 59*	HS Library Asst./Textbook	\$17.42	\$19.00	\$19.10	\$19.38	\$19.53	\$19.70	
PSE32	Para Educator Technical	\$20.26	\$23.49	\$23.59	\$23.87	\$24.02	\$24.19	
PSE33; 60*	Campus Supervision	\$17.84	\$20.23	\$20.33	\$20.61	\$20.76	\$20.93	\$13.98
<b>FOOD SERVICE</b>								
PSE34;35*	Food Service Assistant	\$14.57	\$16.57	\$16.67	\$16.95	\$17.10	\$17.27	\$12.32
PSE38;39*	Food Service Manager Elem/Sec	\$17.04	\$19.06	\$19.16	\$19.44	\$19.59	\$19.76	
PSE65;66*	High School Manager (Lead Cook)	\$17.05	\$19.92	\$20.02	\$20.30	\$20.45	\$20.62	
PSE42;43*	Food Service High School Cook	\$16.93	\$18.87	\$18.97	\$19.25	\$19.40	\$19.57	
PSE46; 47*	Kitchen Manager	\$21.38	\$22.86	\$22.96	\$23.24	\$23.39	\$23.56	
PSE50; 51*	Mail/Food Delivery	\$18.89	\$21.02	\$21.12	\$21.40	\$21.55	\$21.72	\$14.68

\*Employees who successfully complete the apprenticeship program or other programs meeting state or local requirements shall receive \$.50 increase in their hourly rate.

\*\*When called upon for the purpose of being a driver's trainer, an employee will receive \$1.50 per hour increase in the rate of pay during the training period. (Management retains the right to train drivers per past practice and doing so is not subject to grievance.)

Section 17.11 Food service employees upon reaching and maintaining the second and third step of their certification shall receive an additional twenty-five (25) cents for each step. Their documentation must be submitted by October 1st of each school year.