

**Human Resources**  
Maurene Stanton  
Executive Director of Human Resources

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Date: May 19, 2020

To: Stanwood Camano School Board

From: Maurene Stanton

RE: Letter of Agreement with PSE

Attached you will find a Letter of Agreement effective May 19, 2020 through August 31, 2020. 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).

The Letter of Agreement provides guidance to supervisors and staff regarding evaluation.

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.

1 **LETTER OF AGREEMENT**

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4 THE PURPOSE OF THIS LETTER OF AGREEMENT IS TO SET FORTH THE FOLLOWING  
5 AGREEMENT BETWEEN PUBLIC SCHOOL EMPLOYEES OF STANWOOD-CAMANO AND THE  
6 STANWOOD-CAMANO SCHOOL DISTRICT #401. THIS AGREEMENT IS ENTERED INTO  
7 PURSUANT TO ARTICLE XVIII, SECTION 18.3 OF THE CURRENT COLLECTIVE BARGAINING  
8 AGREEMENT.  
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10 The parties agree as follows:  
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12 The Stanwood-Camano School Districts closed its facilities to students from March 11, 2020-June 19,  
13 2020. Staff members hired on or after November 30, 2019, did not have the opportunity to complete  
14 their sixty (60) day probationary period, per article 10.1 of the Collective Bargaining Agreement  
15 between the Public School Employees of Stanwood-Camano and the Stanwood-Camano School  
16 District. To allow staff members to obtain meaningful and accurate feedback from their supervisors,  
17 staff members’ probationary period will be suspended as of March 10, 2020 and will resume their  
18 probationary period when schools reopen.  
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20 Evaluators will complete the 2019-2020 evaluations of staff according to existing practice. If the  
21 evaluator determines that insufficient evidence exists to complete the 2019-2020 evaluation, the  
22 evaluator can, within their professional judgment, rollover the 2018-2019 evaluation score.  
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28 This Letter of Agreement shall become effective upon signature, shall remain in effect until school is  
29 resumed by order of the Governor of the State of Washington. It shall be attached to the current  
30 Collective Bargaining Agreement.  
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36 PUBLIC SCHOOL EMPLOYEES  
37 OF WASHINGTON/SEIU LOCAL 1948

38 PUBLIC SCHOOL EMPLOYEES  
39 OF STANWOOD/CAMANO, #1125

40 STANWOOD/CAMANO SCHOOL  
41 DISTRICT #401

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44 BY: \_\_\_\_\_  
45 Wendy Roope, Chapter President

46 BY: \_\_\_\_\_  
47 Maurene Stanton, Executive Director of HR



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DATE: \_\_\_\_\_ DATE: \_\_\_\_\_

