



TO: BOARD OF DIRECTORS

FROM: Maurene Stanton, Executive Director of Human Resources

SUBJECT: PSE Salary Agreement

DATE: March 1, 2022

On February 24, 2022, Stanwood-Camano PSE members ratified the attached update to the Collective Bargaining Agreement between Stanwood-Camano School District No. 401 and the Public School Employees of Stanwood-Camano. The current Collective Bargaining Agreement for September 1, 2020-August 31, 2023, had a salary reopener for the 2022-23 school year. The updated salary agreement includes a 2% salary increase in addition to the state funded IPD for the 2022-23 school year.

Changes to the PSE contract are identified on the attached document. An updated Schedule A will be presented for your approval when the funded Implicit Price Deflator is determined.

If you have any questions, please contact me at your convenience.

Recommendation: That the board approve the attached updates to the Public School Employees Collective Bargaining Agreement.

Proposal for wages 2022-23

Schedule A: The salaries reflected on Schedule A are determined in the following way: The District reviews the hourly pay for job-alike positions in the comparison districts.

An average low hourly rate is determined by taking the lowest hourly rate for each position in each comparison district and averaging those rates. An average high hourly rate is determined by taking the highest hourly rate for each position in each comparison district and averaging those rates. The average low hourly rate becomes the step one rate (0-1 years) on Schedule A; the average high hourly rate becomes the step three rate (8-14 years) on Schedule A. The step two rate (2-7 years) is determined by subtracting ten cents (\$0.10) per hour from the step three rate. Step four (15-19 years), step five (20-24 years), and step six (25+ years) are longevity steps on Schedule A and are based on the step three rate. For school year 2020-21, Step four will be paid one dollar (\$1.00) per hour above the step three rate. Step five is currently paid one dollar and fifty cents (\$1.50) per hour above the step three rate and step six is currently paid two dollars (\$2.00) per hour above the step three rate.

For school year 2021-22, Step four will be paid one dollar and fifty cents (\$1.50) per hour above the step three rate. Step five will be paid two dollars (\$2.00) per hour above the step three rate and step six will be paid two dollars and fifty cents (\$2.50) per hour above the step three rate.

For school year 2022-23, Step four (15-19 years), step five (20-24 years), and step six (25+ years) are longevity steps on Schedule A and are based on the step three rate. Step four will be paid **at least** one dollar and seventy-five cents (\$1.75) per hour above the step three rate. Step five is will be paid **at least** two dollars and twenty-five cents (\$2.25) per hour above the step three rate, and step six will be paid **at least** three dollars and twenty-five cents (\$3.25) per hour above the step three rate.

Effective September 1, 2020, the District shall increase the 2020-2021 Schedule A positions three percent (3%) increase to all positions after the cohort average.

Effective September 1, 2021, two percent (2%) increase to all positions.

Effective September 1, 2022, ~~the contract shall be opened for wages and benefits.~~ **the district shall increase all positions at all steps by 2% plus State Funded IPD. Said increases will occur first on Schedule A and then will be verified that they meet the step differentials outlined in the paragraph above under school year 2022-23. If Schedule A wage equals or exceeds the differential listed above that will be the new wage. If Schedule A is less than the differential above then it will be brought up to the wage differential listed above.**

Both parties also agree to bargain any and all changes, additions, deletions and interpretations of EHB 2242.

All eligible employees will receive step increases for the duration of the collective bargaining agreement. Classified employees covered by this Agreement will receive State-authorized and fully funded cost-of-living adjustments or any state allocation in addition to any negotiated salary increases. All wage increases contained in this Agreement are contingent upon levy passage.

If there are increases or decreases in the State funding allocation for classified employees salaries during the term of the Agreement, Section 17.3 and Schedule A may be reopened upon request by either party to negotiate salary.