



TO: BOARD OF DIRECTORS

FROM: Maurene Stanton, Executive Director of Human Resources

SUBJECT: Letter of Agreement between the Stanwood-Camano School District and the Public School Employees of Stanwood-Camano

DATE: May 17, 2022

Attached you will find a Letter of Agreement between the Stanwood-Camano School District (the District) and the Public School Employees of Stanwood-Camano (PSE). This agreement is in addition to contract language in the current Collective Bargaining Agreement between the District and PSE.

The Letter of Agreement provides incentive pay to prospective bus drivers who complete required Commercial Drivers' License and district related training and who subsequently drive for the district for thirty (30) days.

If you have any questions regarding this letter of agreement, I will be happy to answer them for you.

Recommendation:

We recommend that the board approve this Letter of Agreement between the Stanwood-Camano School District and the Public School Employees of Stanwood-Camano.

LETTER OF AGREEMENT

THE PURPOSE OF THIS LETTER OF AGREEMENT IS TO SET FORTH THE FOLLOWING AGREEMENT(S) BETWEEN PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL 1948 STANWOOD-CAMANO CHAPTER #1125 AND THE STANWOOD-CAMANO SCHOOL DISTRICT #401. THIS AGREEMENT IS ENTERED INTO PUSUANT TO THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

The parties agree to the following:

In order to incentivize recruitment of Bus Drivers, the District and Public School Employees of Stanwood-Camano, agree to pay new Bus Driver Trainees a stipend equivalent to seventy (70) hours at the Washington State minimum wage rate. Drivers coming to the SCSD from other districts will earn incentive pay equivalent to forty (40) hours at the Washington State minimum wage rate.

These stipends will be payable to new Bus Driver employees or substitutes after thirty (30) days of driving for the Stanwood-Camano School District. For the purposes of this agreement, the definition of a day is either an AM and PM route, or an AM or PM route and an extracurricular trip.

Half of the incentive pay will be paid in the first possible payroll following five (5) days of driving.

This Letter of Agreement shall become effective upon the signature of all parties involved and will be in effect until August 31, 2023 and shall be attached to the 2020-2023 Collective Bargaining Agreement.

PUBLIC SCHOOL EMPLOYEES OF
WASHINGTON/SEIU LOCAL 1948

STANWOOD-CAMANO CHAPTER #1125

STANWOOD-CAMANO SCHOOL DISTRICT #401

BY: Wendy Roope
Wendy Roope, Chapter President

BY: _____
Maurene Stanton, Executive Director of HR

DATE: May 3, 2022

DATE: _____

