

**PSE - Schedule A ~ Hourly Wage Including Vacation  
Stanwood-Camano School District  
September 1, 2021 - August 31, 2022**

<u>CLASSIFICATION</u>	<u>MATRIX CODE</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
		(0-1 YRS)	(2-7 YRS)	(8-14 YRS)	(15-19 YRS)	(20-24 YRS)	(25+ YRS)
		21-22 (Avg Low)	21-22	21-22 (Avg High)	21-22 \$1.50	21-22 \$2.00	21-22 \$2.50
				(Longevity Step) (Longevity Step) (Longevity Step)			
	<u>CUSTODIAL</u>						
PSE00	Custodians	\$24.78	\$27.55	\$27.65	\$29.15	\$29.65	\$30.15
PSE58	Custodians (Appr)	\$25.28	\$28.05	\$28.15	\$29.65	\$30.15	\$30.65
PSE01	Lead Custodian	\$26.56	\$28.60	\$28.70	\$30.20	\$30.70	\$31.20
PSE53	Lead Custodian (Appr)	\$27.06	\$29.10	\$29.20	\$30.70	\$31.20	\$31.70
PSE02	Middle School Lead Custodian	\$27.17	\$29.00	\$29.10	\$30.60	\$31.10	\$31.60
PSE56	Middle School Lead Custodian (Appr)	\$27.67	\$29.50	\$29.60	\$31.10	\$31.60	\$32.10
PSE03	High School Lead Custodian	\$27.55	\$30.09	\$30.19	\$31.69	\$32.19	\$32.69
PSE57	High School Lead Custodian (Appr)	\$28.05	\$30.59	\$30.69	\$32.19	\$32.69	\$33.19
	<u>MAINTENANCE/GROUNDS</u>						
PSE04	Maintenance/Grounds	\$31.25	\$33.01	\$33.11	\$34.61	\$35.11	\$35.61
PSE05	Maintenance/Grounds (Appr)	\$31.75	\$33.51	\$33.61	\$35.11	\$35.61	\$36.11
PSE06	Maintenance/HVAC	\$35.44	\$40.05	\$40.15	\$41.65	\$42.15	\$42.65
PSE07	Maintenance/HVAC (Appr)	\$35.94	\$40.55	\$40.65	\$42.15	\$42.65	\$43.15
PSE08	Lead Groundskeeper	\$32.80	\$36.83	\$36.93	\$38.43	\$38.93	\$39.43
PSE09	Lead Groundskeeper (Appr)	\$33.30	\$37.33	\$37.43	\$38.93	\$39.43	\$39.93
	<u>TRANSPORTATION</u>						
PSE10	Bus Drivers	\$27.24	\$31.00	\$31.70	\$33.80	\$34.61	\$35.15
PSE11	Mechanics	\$31.03	\$35.99	\$36.09	\$37.59	\$38.09	\$38.59
PSE12	Lead Mechanic	\$33.84	\$37.58	\$37.68	\$39.18	\$39.68	\$40.18
PSE13	Service Technician	\$25.79	\$27.85	\$27.95	\$29.45	\$29.95	\$30.45
PSE62	Dispatcher/Driver Trainer	\$30.42	\$34.38	\$35.14	\$37.29	\$38.13	\$38.68
PSE69*	Motor Pool Driver*	\$25.00	\$28.20	\$28.85	\$30.90	\$31.70	\$32.24
	<u>PROFESSIONAL/TECHNICAL</u>						
PSE14	Technology Specialist	\$36.84	\$40.55	\$40.65	\$42.15	\$42.65	\$43.15
PSE15	Systems Infrastructure Specialist	\$39.88	\$43.85	\$43.95	\$45.45	\$45.95	\$46.45
PSE64	Technology Support	\$27.86	\$31.25	\$31.35	\$32.85	\$33.35	\$33.85
PSE69	Infrastructure/Network Lead	\$49.17	\$52.54	\$52.64	\$54.14	\$54.64	\$57.14
PSE18	Non-certificated Reg Nurse	\$39.68	\$45.79	\$46.78	\$49.10	\$50.04	\$50.59
PSE19	LPN	\$29.87	\$35.37	\$36.15	\$38.31	\$39.17	\$39.71
PSE 67	Health Room Assistant	\$24.40	\$29.18	\$29.85	\$31.92	\$32.72	\$33.26
PSE63	Family Liaison	\$26.92	\$29.95	\$30.63	\$32.71	\$33.52	\$34.06
PSE20	<u>SECURITY</u>	\$27.32	\$31.00	\$31.70	\$33.80	\$34.61	\$35.15
	<u>SECRETARIAL</u>						
PSE22	Office Manager	\$27.87	\$31.81	\$32.53	\$34.64	\$35.46	\$36.00
PSE23	Office Manager (Appr)	\$28.39	\$32.33	\$33.06	\$35.18	\$36.00	\$36.54
PSE24	Secretary II	\$26.08	\$29.71	\$30.38	\$32.46	\$33.26	\$33.81
PSE25	Secretary II (Appr)	\$26.60	\$30.23	\$30.91	\$33.00	\$33.81	\$34.35
PSE26	Secretary I	\$24.72	\$27.86	\$28.50	\$30.55	\$31.34	\$31.88
PSE27	Secretary I (Appr)	\$25.24	\$28.38	\$29.03	\$31.08	\$31.88	\$32.42
PSE28	Clerical	\$23.04	\$26.57	\$27.18	\$29.21	\$29.99	\$30.53
PSE61	Clerical (Appr)	\$23.56	\$27.09	\$27.71	\$29.75	\$30.53	\$31.07
	<u>PARA EDUCATORS</u>						
PSE29	Para Educator I	\$22.08	\$24.97	\$25.56	\$27.56	\$28.33	\$28.87
PSE54	Para Educator II (ASSIST)	\$23.68	\$26.21	\$26.82	\$28.84	\$29.62	\$30.16
PSE30	Para Educator III (Para II)	\$23.04	\$25.98	\$26.58	\$28.60	\$29.37	\$29.91
PSE55	Para Educator IV (ASSIST II)	\$24.40	\$26.92	\$27.54	\$29.58	\$30.36	\$30.90
PSE32	Para Educator V (Para Technical)	\$27.23	\$31.59	\$32.30	\$34.41	\$35.23	\$35.77
PSE33	Campus Supervision	\$23.97	\$27.20	\$27.83	\$29.87	\$30.65	\$31.19
PSE60	Campus Supervision (Appr)	\$24.49	\$27.72	\$28.36	\$30.40	\$31.19	\$31.73

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	(0-1 YRS)	(2-7 YRS)	(8-14 YRS)	(15-19 YRS)	(20-24 YRS)	(25+ YRS)	
	21-22	21-22	21-22	21-22	21-22	21-22	
<b><u>FOOD SERVICE</u></b>							
PSE34	Food Service Assistant	\$19.57	\$22.29	\$22.82	\$24.78	\$25.53	\$26.07
PSE35	Food Service Assistant (Appr)	\$20.09	\$22.81	\$23.35	\$25.32	\$26.07	\$26.61
PSE38	Food Service Manager Elem/Sec	\$22.90	\$25.63	\$26.23	\$28.24	\$29.01	\$29.55
PSE39	Food Service Manager Elem/Sec (Appr)	\$23.42	\$26.15	\$26.76	\$28.78	\$29.55	\$30.10
PSE41	Food Service Manager Elem/Sec (Appr+3)	\$23.94	\$26.67	\$27.29	\$29.32	\$30.10	\$30.64
PSE65	High School Manager (Lead Cook)	\$23.53	\$26.97	\$27.59	\$29.62	\$30.41	\$30.95
PSE66	Secondary School Manager (Lead Cook Appr)	\$24.05	\$27.49	\$28.12	\$30.16	\$30.95	\$31.49
PSE68	Secondary School Manager (Lead Cook Appr+3)	\$24.57	\$28.01	\$28.65	\$30.70	\$31.49	\$32.03
PSE42	Food Service High School Cook	\$22.75	\$25.39	\$25.98	\$27.99	\$28.76	\$29.30
PSE43	Food Service High School Cook (Appr)	\$23.27	\$25.91	\$26.51	\$28.52	\$29.30	\$29.84
PSE50	Mail/Food Delivery	\$25.38	\$28.27	\$28.92	\$30.97	\$31.77	\$32.31
PSE51	Mail/Food Delivery (Appr)	\$25.90	\$28.79	\$29.45	\$31.51	\$32.31	\$32.85

\*Appr - 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.)  
**receive an additional twenty-five (25) cents for each step. Documentation for all steps must be submitted by October 1st of each school year.**