



**Contact:**

Christine Del Pozo, Executive Dir. of Human Resources  
Stanwood-Camano School District  
26920 Pioneer Highway, Stanwood, WA 98292  
360-629-1200  
cdelpozo@stanwood.wednet.edu

TO: Stanwood-Camano Board of Directors

FROM: Christine Del Pozo, Executive Director of Human Resources

SUBJECT: First Amendment to the Superintendent's Contract

DATE: August 8, 2023

TYPE: Action Required

This is a **first** amendment to the updated Superintendent's contract approved on June 6, 2023. The Superintendent will have three furlough days during the 2023-24 school year: The work days' change will impact the sick leave and any leave cash-outs or per diem payments and vacation days compensation rate for the 2023-2024 school year.

Recommendations: We recommend that the board approve this first amendment.

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and is prepared for the future of their choice

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**Stanwood-Camano School District No. 401  
Snohomish County**

**First Amendment to the 2023-2026 Superintendent's Contract**

**IT IS AGREED** by and between the Board of Directors of the Stanwood-Camano School District No. 401 and Dr. Deborah Rumbaugh, in accordance with the Board's actions at its Regular Board Meeting on August 8, 2023, that the Contract between the parties, dated June 6, 2023, is amended in the manner set forth below.

The amount of work days for the 2023-2024 contract year, listed below, **shall be revised as follows:**

WHEREAS, each year of this contract shall include 260 work days inclusive of paid holidays and paid vacation days except for the July 1, 2023 - June 30, 2024, contract year. The Superintendent's Contract (July 1, 2023 - June 30, 2024) will be reduced by 3 (three) days, with a commensurate decrease in pay, a practice commonly referred to as furlough; and

Paragraph 2, Sections A and C, listed below, **shall be revised as follows for the 2023-2024 contract year only:**

- A. Twelve (12) days of sick leave with compensation for illness, injury, and emergencies. Such unused sick leave shall accumulate from year to year. Sick leave shall be eligible for buy back as provided by state law and District policy. Sick leave and any leave cash-outs or per diem payments shall be compensable at the then applicable salary rate, ~~1/217th~~ 1/214th per day.
  
- C. Upon retirement or termination of employment from the District, up to thirty (30) unused vacation days shall be compensable at the then applicable salary rate, ~~1/217th~~ 1/214th per day. Any remaining vacation days will be lost with no additional compensation cost to the District. In all events, the Superintendent's rights to compensation for vacation shall be interpreted to avoid any risks to the District of any financial penalty, such as excess compensation billings from any retirement system. Vacation accounting will be on a first-in, first-out basis.

All other terms of the 2023-2026 Superintendent's Contract shall remain in effect, unless revised by separate amendment.

By signing this First Amendment, Dr. Rumbaugh and the Board agree to its terms.

Accepted this 8th day of August 2023.

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Deborah Rumbaugh, Ed.D.  
Superintendent

**BOARD OF DIRECTORS**  
**Stanwood-Camano School District No. 401**

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Miranda Evans, Board President