

Human Resources
Maurene Stanton
Executive Director of Human Resources
Stanwood Camano School District

Date: August 4, 2020

To: Board of Directors

From: Maurene Stanton

RE: Approval of the Stanwood-Camano Public School Employees Hourly Wage Schedule for 2020-2021 and 2021-2022

I have provided, for your review, a copy of the Stanwood-Camano Public School Employees Hourly Wage Schedule for 2020-2021 and 2021-2022.

As you review these documents, if you have any questions please call me at your convenience.

RECOMMENDATION: I recommend that the board approves the Stanwood-Camano Public School Employees Hourly Wage Schedule for 2020-2021 and 2021-2022.

**PSE - Schedule A ~ Hourly Wage Including Vacation
Stanwood-Camano School District
September 1, 2020 - August 31, 2021**

<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)
		20-21 (Avg Low)	20-21	20-21 (Avg High)	20-21 \$1.00 (Longevity Step)	20-21 \$1.50 (Longevity Step)	20-21 \$2.00 (Longevity Step)
<u>CUSTODIAL</u>							
PSE00	Custodians	\$23.82	\$26.48	\$26.58	\$27.58	\$28.08	\$28.58
PSE58	Custodians (Appr)	\$24.32	\$26.98	\$27.08	\$28.08	\$28.58	\$29.08
PSE01	Lead Custodian	\$25.53	\$27.49	\$27.59	\$28.59	\$29.09	\$29.59
PSE53	Lead Custodian (Appr)	\$26.03	\$27.99	\$28.09	\$29.09	\$29.59	\$30.09
PSE02	Middle School Lead Custodian	\$26.12	\$27.89	\$27.99	\$28.99	\$29.49	\$29.99
PSE56	Middle School Lead Custodian (Appr)	\$26.62	\$28.39	\$28.49	\$29.49	\$29.99	\$30.49
PSE03	High School Lead Custodian	\$26.49	\$28.93	\$29.03	\$30.03	\$30.53	\$31.03
PSE57	High School Lead Custodian (Appr)	\$26.99	\$29.43	\$29.53	\$30.53	\$31.03	\$31.53
<u>MAINTENANCE/GROUNDS</u>							
PSE04	Maintenance/Grounds	\$30.05	\$31.74	\$31.84	\$32.84	\$33.34	\$33.84
PSE05	Maintenance/Grounds (Appr)	\$30.55	\$32.24	\$32.34	\$33.34	\$33.84	\$34.34
PSE06	Maintenance/HVAC	\$34.07	\$38.50	\$38.60	\$39.60	\$40.10	\$40.60
PSE07	Maintenance/HVAC (Appr)	\$34.57	\$39.00	\$39.10	\$40.10	\$40.60	\$41.10
PSE08	Lead Groundskeeper	\$31.54	\$35.41	\$35.51	\$36.51	\$37.01	\$37.51
PSE09	Lead Groundskeeper (Appr)	\$32.04	\$35.91	\$36.01	\$37.01	\$37.51	\$38.01
<u>TRANSPORTATION</u>							
PSE10	Bus Drivers	\$26.19	\$29.80	\$30.48	\$32.02	\$32.82	\$33.36
PSE11	Mechanics	\$29.84	\$34.60	\$34.70	\$35.70	\$36.20	\$36.70
PSE12	Lead Mechanic	\$32.54	\$36.14	\$36.24	\$37.24	\$37.74	\$38.24
PSE13	Service Technician	\$24.80	\$26.77	\$26.87	\$27.87	\$28.37	\$28.87
PSE62	Dispatcher/Driver Trainer	\$29.25	\$33.05	\$33.79	\$35.38	\$36.21	\$36.75
<u>PROFESSIONAL/TECHNICAL</u>							
PSE14	Technology Specialist	\$35.42	\$38.99	\$39.09	\$40.09	\$40.59	\$41.09
PSE15	Systems Infrastructure Specialist	\$38.35	\$42.16	\$42.26	\$43.26	\$43.76	\$44.26
PSE64	Technology Support	\$26.79	\$30.05	\$30.15	\$31.15	\$31.65	\$32.15
PSE18	Non-certificated Reg Nurse	\$38.16	\$44.03	\$44.98	\$46.74	\$47.66	\$48.20
PSE19	LPN	\$28.72	\$34.00	\$34.76	\$36.37	\$37.20	\$37.74
PSE 67	Health Room Assistant	\$23.46	\$28.06	\$28.70	\$30.21	\$31.00	\$31.54
PSE63	Family Liaison	\$25.88	\$28.80	\$29.45	\$30.98	\$31.77	\$32.31
PSE20	<u>SECURITY</u>	\$26.27	\$29.80	\$30.48	\$32.02	\$32.82	\$33.36
<u>SECRETARIAL</u>							
PSE22	Office Manager	\$26.80	\$30.59	\$31.28	\$32.83	\$33.64	\$34.18
PSE23	Office Manager (Appr)	\$27.32	\$31.11	\$31.81	\$33.37	\$34.18	\$34.72
PSE24	Secretary II	\$25.08	\$28.56	\$29.21	\$30.73	\$31.53	\$32.07
PSE25	Secretary II (Appr)	\$25.60	\$29.08	\$29.74	\$31.27	\$32.07	\$32.61
PSE26	Secretary I	\$23.77	\$26.78	\$27.40	\$28.90	\$29.67	\$30.21
PSE27	Secretary I (Appr)	\$24.29	\$27.30	\$27.93	\$29.43	\$30.21	\$30.76
PSE28	Clerical	\$22.15	\$25.54	\$26.13	\$27.61	\$28.37	\$28.92
PSE61	Clerical (Appr)	\$22.67	\$26.06	\$26.66	\$28.15	\$28.92	\$29.46
<u>PARA EDUCATORS</u>							
PSE29	Para Educator I	\$21.23	\$24.01	\$24.57	\$26.02	\$26.78	\$27.32
PSE54	Para Educator II (ASSIST)	\$22.77	\$25.20	\$25.79	\$27.25	\$28.02	\$28.56
PSE30	Para Educator III (Para II)	\$22.15	\$24.97	\$25.56	\$27.02	\$27.78	\$28.33
PSE55	Para Educator IV (ASSIST II)	\$23.46	\$25.88	\$26.48	\$27.96	\$28.73	\$29.27
PSE32	Para Educator V (Para Technical)	\$26.18	\$30.37	\$31.06	\$32.61	\$33.41	\$33.96
PSE33	Campus Supervision	\$23.05	\$26.15	\$26.76	\$28.24	\$29.01	\$29.55
PSE60	Campus Supervision (Appr)	\$23.57	\$26.67	\$27.29	\$28.78	\$29.55	\$30.10

**PSE - Schedule A ~ Hourly Wage Including Vacation
Stanwood-Camano School District
September 1, 2020 - August 31, 2021**

<u>CLASSIFICATION</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)	
	20-21	20-21	20-21	20-21	20-21	20-21	
<u>FOOD SERVICE</u>							
PSE34	Food Service Assistant	\$18.82	\$21.43	\$21.94	\$23.35	\$24.08	\$24.63
PSE35	Food Service Assistant (Appr)	\$19.34	\$21.95	\$22.47	\$23.89	\$24.63	\$25.17
PSE38	Food Service Manager Elem/Sec	\$22.02	\$24.64	\$25.22	\$26.68	\$27.44	\$27.98
PSE39	Food Service Manager Elem/Sec (Appr)	\$22.54	\$25.16	\$25.75	\$27.22	\$27.98	\$28.52
PSE41	Food Service Manager Elem/Sec (Appr+3)	\$23.58	\$25.68	\$26.28	\$27.75	\$28.52	\$29.06
PSE65	High School Manager (Lead Cook)	\$22.62	\$25.93	\$26.53	\$28.01	\$28.78	\$29.32
PSE66	Secondary School Manager (Lead Cook Appr)	\$23.16	\$26.45	\$27.07	\$28.56	\$29.34	\$29.88
PSE42	Food Service High School Cook	\$21.87	\$24.41	\$24.98	\$26.43	\$27.19	\$27.73
PSE43	Food Service High School Cook (Appr)	\$22.39	\$24.93	\$25.51	\$26.97	\$27.73	\$28.28
PSE50	Mail/Food Delivery	\$24.40	\$27.18	\$27.81	\$29.31	\$30.08	\$30.63
PSE51	Mail/Food Delivery (Appr)	\$24.92	\$27.70	\$28.33	\$29.84	\$30.63	\$31.17

*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.)

Section 17.11 Food service employees upon reaching and maintaining the second and third step of their certification shall receive an additional twenty-five (25) cents for each step. Documentation for all steps must be submitted by October 1st of each school year.

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

<u>CLASSIFICATION</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	21-22	21-22	21-22	21-22	21-22	
	(Avg Low)		(Avg High)	\$1.50	\$2.00	\$2.50	
				(Longevity Step)	(Longevity Step)	(Longevity Step)	
MATRIX CODE	CUSTODIAL						
PSE00	Custodians	\$24.30	\$27.02	\$27.12	\$28.62	\$29.12	\$29.62
PSE58	Custodians (Appr)	\$24.80	\$27.52	\$27.62	\$29.12	\$29.62	\$30.12
PSE01	Lead Custodian	\$26.04	\$28.05	\$28.15	\$29.65	\$30.15	\$30.65
PSE53	Lead Custodian (Appr)	\$26.54	\$28.55	\$28.65	\$30.15	\$30.65	\$31.15
PSE02	Middle School Lead Custodian	\$26.64	\$28.44	\$28.54	\$30.04	\$30.54	\$31.04
PSE56	Middle School Lead Custodian (Appr)	\$27.14	\$28.94	\$29.04	\$30.54	\$31.04	\$31.54
PSE03	High School Lead Custodian	\$27.02	\$29.51	\$29.61	\$31.11	\$31.61	\$32.11
PSE57	High School Lead Custodian (Appr)	\$27.52	\$30.01	\$30.11	\$31.61	\$32.11	\$32.61
	MAINTENANCE/GROUNDS						
PSE04	Maintenance/Grounds	\$30.65	\$32.37	\$32.47	\$33.97	\$34.47	\$34.97
PSE05	Maintenance/Grounds (Appr)	\$31.15	\$32.87	\$32.97	\$34.47	\$34.97	\$35.47
PSE06	Maintenance/HVAC	\$34.75	\$39.28	\$39.38	\$40.88	\$41.38	\$41.88
PSE07	Maintenance/HVAC (Appr)	\$35.25	\$39.78	\$39.88	\$41.38	\$41.88	\$42.38
PSE08	Lead Groundskeeper	\$32.17	\$36.12	\$36.22	\$37.72	\$38.22	\$38.72
PSE09	Lead Groundskeeper (Appr)	\$32.67	\$36.62	\$36.72	\$38.22	\$38.72	\$39.22
	TRANSPORTATION						
PSE10	Bus Drivers	\$26.71	\$30.40	\$31.09	\$33.18	\$33.99	\$34.53
PSE11	Mechanics	\$30.44	\$36.71	\$37.51	\$39.70	\$40.56	\$41.11
PSE12	Lead Mechanic	\$33.19	\$38.33	\$39.17	\$41.38	\$42.26	\$42.80
PSE13	Service Technician	\$25.30	\$28.40	\$29.05	\$31.11	\$31.90	\$32.44
PSE62	Dispatcher/Driver Trainer	\$29.84	\$33.71	\$34.46	\$36.60	\$37.44	\$37.98
	PROFESSIONAL/TECHNICAL						
PSE14	Technology Specialist	\$36.13	\$39.77	\$39.87	\$41.37	\$41.87	\$42.37
PSE15	Systems Infrastructure Specialist	\$39.11	\$43.01	\$43.11	\$44.61	\$45.11	\$45.61
PSE64	Technology Support	\$27.33	\$30.65	\$30.75	\$32.25	\$32.75	\$33.25
PSE18	Non-certificated Reg Nurse	\$38.92	\$44.91	\$45.88	\$48.19	\$49.12	\$49.66
PSE19	LPN	\$29.29	\$34.69	\$35.45	\$37.61	\$38.46	\$39.00
PSE 67	Health Room Assistant	\$23.93	\$28.62	\$29.27	\$31.33	\$32.13	\$32.67
PSE63	Family Liaison	\$26.40	\$29.37	\$30.04	\$32.11	\$32.92	\$33.46
PSE20	SECURITY	\$26.79	\$30.40	\$31.09	\$33.18	\$33.99	\$34.53
	SECRETARIAL						
PSE22	Office Manager	\$27.34	\$31.20	\$31.90	\$34.00	\$34.82	\$35.36
PSE23	Office Manager (Appr)	\$27.86	\$31.72	\$32.43	\$34.54	\$35.36	\$35.90
PSE24	Secretary II	\$25.58	\$29.13	\$29.80	\$31.87	\$32.67	\$33.21
PSE25	Secretary II (Appr)	\$26.10	\$29.65	\$30.33	\$32.40	\$33.21	\$33.75
PSE26	Secretary I	\$24.25	\$27.32	\$27.95	\$29.99	\$30.77	\$31.32
PSE27	Secretary I (Appr)	\$24.77	\$27.84	\$28.48	\$30.53	\$31.32	\$31.86
PSE28	Clerical	\$22.60	\$26.05	\$26.66	\$28.68	\$29.45	\$29.99
PSE61	Clerical (Appr)	\$23.12	\$26.57	\$27.19	\$29.22	\$29.99	\$30.54
	PARA EDUCATORS						
PSE29	Para Educator I	\$21.66	\$24.49	\$25.07	\$27.06	\$27.82	\$28.37
PSE54	Para Educator II (ASSIST)	\$23.23	\$25.70	\$26.30	\$28.32	\$29.09	\$29.63
PSE30	Para Educator III (Para II)	\$22.60	\$25.47	\$26.07	\$28.08	\$28.85	\$29.39
PSE55	Para Educator IV (ASSIST II)	\$23.93	\$26.40	\$27.01	\$29.04	\$29.82	\$30.36
PSE32	Para Educator V (Para Technical)	\$26.70	\$30.98	\$31.68	\$33.78	\$34.59	\$35.13
PSE33	Campus Supervision	\$23.51	\$26.68	\$27.29	\$29.32	\$30.10	\$30.64
PSE60	Campus Supervision (Appr)	\$24.03	\$27.20	\$27.82	\$29.86	\$30.64	\$31.19

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 Stanwood-Camano School District
 September 1, 2021 - August 31, 2022**

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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	
<u>FOOD SERVICE</u>							
PSE34	Food Service Assistant	\$19.20	\$21.86	\$22.38	\$24.34	\$25.08	\$25.62
PSE35	Food Service Assistant (Appr)	\$19.72	\$22.38	\$22.91	\$24.88	\$25.62	\$26.16
PSE38	Food Service Manager Elem/Sec	\$22.46	\$25.14	\$25.72	\$27.73	\$28.50	\$29.04
PSE39	Food Service Manager Elem/Sec (Appr)	\$22.98	\$25.66	\$26.25	\$28.27	\$29.04	\$29.58
PSE41	Food Service Manager Elem/Sec (Appr+3)	\$23.50	\$26.18	\$26.78	\$28.80	\$29.58	\$30.12
PSE65	High School Manager (Lead Cook)	\$23.08	\$26.45	\$27.06	\$29.09	\$29.86	\$30.40
PSE66	Secondary School Manager (Lead Cook Appr)	\$23.60	\$26.97	\$27.59	\$29.62	\$30.40	\$30.95
PSE42	Food Service High School Cook	\$22.31	\$24.90	\$25.48	\$27.48	\$28.24	\$28.79
PSE43	Food Service High School Cook (Appr)	\$22.83	\$25.42	\$26.01	\$28.02	\$28.79	\$29.33
PSE50	Mail/Food Delivery	\$24.89	\$27.73	\$28.36	\$30.41	\$31.20	\$31.74
PSE51	Mail/Food Delivery (Appr)	\$25.41	\$28.25	\$28.89	\$30.95	\$31.74	\$32.28

*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.