



TO: Board of Directors

FROM: Maurene Stanton

SUBJECT: Updated Salary Schedules for Non-Represented Employees and Public School Employees of Stanwood-Camano

DATE: July 5, 2022

TYPE: Action Required

I have provided, for your approval, a copy of the salary schedules for Non-Represented employees and the Public Employees of Stanwood-Camano.

The salary schedules have been increased per our contract agreement with each employee group.

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

**RECOMMENDATIONS:**

I recommend that the board approve the salary schedule for non-represented office employees and the Public School Employees of Stanwood-Camano.

**Stanwood-Camano School District  
Non-Represented Salary Matrix 2022/2023**

<b>STEP</b>	<b>Executive Assistant to Executive Director NR01 - 0 2022/23</b>	<b>Fiscal Supervisor NR02 - 0 2022/23</b>	<b>Office Technician NR03 - 0 2022/23</b>	<b>Office Technician NR03 - 1 Non 260 Day Hrly + Vac 2021/22</b>	<b>Payroll Supervisor NR04 - 0 2022/24</b>	<b>Analyst NR05 - 0 2022/23</b>	<b>Executive Assistant to Superintendent NR07 - 0 2022/23</b>	<b>Transportation Specialist NR08 - 0 Hrly + Vaca 2022/23</b>	<b>Capital Projects Analyst NR09-0 2022/23</b>	<b>SSA Salaries 2022/23</b>
<b>Step 1 (0-1 Years)</b>	\$36.10	\$58.89	\$34.89	\$36.19	\$58.96	\$42.49	\$43.98	\$36.57	\$38.92	\$64,941.90
<b>Step 2 (2-7 Years)</b>	\$40.21	\$63.33	\$39.02	\$40.47	\$63.51	\$46.22	\$48.80	\$43.97	\$43.80	
<b>Step 3 (8-14 Years)</b>	\$40.31	\$63.43	\$39.12	\$41.30	\$63.61	\$46.32	\$48.90	\$44.91	\$43.90	
<b>Step 4 (15-19 Years)</b>	\$42.06	\$65.18	\$40.87	\$43.75	\$65.36	\$48.07	\$50.65	\$47.21	\$45.65	
<b>Step 5 (20-24 Years)</b>	\$42.56	\$65.68	\$41.37	\$44.62	\$65.86	\$48.57	\$51.15	\$48.14	\$46.15	
<b>Step 6 (25+ Years)</b>	\$43.56	\$66.68	\$42.37	\$45.67	\$66.86	\$49.57	\$52.15	\$48.68	\$47.15	

**PSE - Schedule A ~ Hourly Wage Including Vacation**  
**Stanwood-Camano School District**  
**September 1, 2022 - August 31, 2023**

<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)
		22-23	22-23	22-23	22-23	22-23	22-23
		(Avg Low)		(Avg High)	\$1.75	\$2.25	\$3.25
				Longevity	Longevity	Longevity	
<b>MATRIX</b>							
<u>CODE</u>	<u>CUSTODIAL</u>						
PSE00	Custodians	\$26.64	\$29.62	\$29.72	\$31.47	\$31.97	\$32.97
PSE58	Custodians (Appr)	\$27.14	\$30.12	\$30.22	\$31.97	\$32.47	\$33.47
PSE01	Lead Custodian	\$28.55	\$30.75	\$30.85	\$32.60	\$33.10	\$34.10
PSE53	Lead Custodian (Appr)	\$29.05	\$31.25	\$31.35	\$33.10	\$33.60	\$34.60
PSE02	Middle School Lead Custodian	\$29.21	\$31.18	\$31.28	\$33.03	\$33.53	\$34.53
PSE56	Middle School Lead Custodian (Appr)	\$29.71	\$31.68	\$31.78	\$33.53	\$34.03	\$35.03
PSE03	High School Lead Custodian	\$29.62	\$32.35	\$32.45	\$34.20	\$34.70	\$35.70
PSE57	High School Lead Custodian (Appr)	\$30.12	\$32.85	\$32.95	\$34.70	\$35.20	\$36.20
	<u>MAINTENANCE/GROUNDS</u>						
PSE04	Maintenance/Grounds	\$33.59	\$35.49	\$35.59	\$37.34	\$37.84	\$38.84
PSE05	Maintenance/Grounds (Appr)	\$34.09	\$35.99	\$36.09	\$37.84	\$38.34	\$39.34
PSE06	Maintenance/HVAC	\$38.10	\$43.06	\$43.16	\$44.91	\$45.41	\$46.41
PSE07	Maintenance/HVAC (Appr)	\$38.60	\$43.56	\$43.66	\$45.41	\$45.91	\$46.91
PSE08	Lead Groundskeeper	\$35.26	\$39.60	\$39.70	\$41.45	\$41.95	\$42.95
PSE09	Lead Groundskeeper (Appr)	\$35.76	\$40.10	\$40.20	\$41.95	\$42.45	\$43.45
	<u>TRANSPORTATION</u>						
PSE10	Bus Drivers	\$29.28	\$33.34	\$34.08	\$36.48	\$37.32	\$38.40
PSE11	Mechanics	\$33.36	\$38.70	\$38.80	\$40.55	\$41.05	\$42.05
PSE71	Mechanics (Appr)	\$33.86	\$39.20	\$39.30	\$41.05	\$41.55	\$42.55
PSE12	Lead Mechanic	\$36.38	\$40.41	\$40.51	\$42.26	\$42.76	\$43.76
PSE13	Service Technician	\$27.72	\$29.95	\$30.05	\$31.80	\$32.30	\$33.30
PSE62	Dispatcher/Driver Trainer	\$32.70	\$36.96	\$37.77	\$40.23	\$41.10	\$42.18
PSE70	Motor Pool Driver	\$27.95	\$30.33	\$31.01	\$33.37	\$34.18	\$35.27
	<u>PROFESSIONAL/TECHNICAL</u>						
PSE14	Technology Specialist	\$39.60	\$43.60	\$43.70	\$45.45	\$45.95	\$46.95
PSE15	Systems Infrastructure Specialist	\$42.87	\$47.15	\$47.25	\$49.00	\$49.50	\$50.50
PSE64	Technology Support	\$29.95	\$33.60	\$33.70	\$35.45	\$35.95	\$36.95
PSE69	Infrastructure/Network Lead	\$52.86	\$56.49	\$56.59	\$58.34	\$58.84	\$59.84
PSE18	Non-certificated Reg Nurse	\$42.66	\$49.23	\$50.28	\$52.93	\$53.90	\$54.99
PSE19	LPN	\$32.11	\$38.03	\$38.86	\$41.34	\$42.22	\$43.30
PSE 67	Health Room Assistant	\$26.23	\$31.38	\$32.08	\$34.46	\$35.28	\$36.36
PSE63	Family Liaison	\$28.93	\$32.21	\$32.93	\$35.31	\$36.14	\$37.23
PSE20	<u>SECURITY</u>	\$29.37	\$33.34	\$34.08	\$36.48	\$37.32	\$38.40
	<u>SECRETARIAL</u>						
PSE22	Office Manager	\$29.96	\$34.21	\$34.97	\$37.38	\$38.23	\$39.31
PSE23	Office Manager (Appr)	\$30.48	\$34.73	\$35.50	\$37.92	\$38.77	\$39.86
PSE24	Secretary II	\$28.04	\$31.95	\$32.67	\$35.05	\$35.87	\$36.96
PSE25	Secretary II (Appr)	\$28.56	\$32.47	\$33.20	\$35.59	\$36.42	\$37.50
PSE26	Secretary I	\$26.57	\$29.96	\$30.64	\$32.99	\$33.80	\$34.88
PSE27	Secretary I (Appr)	\$27.09	\$30.48	\$31.17	\$33.53	\$34.34	\$35.42
PSE28	Clerical	\$24.76	\$28.56	\$29.21	\$31.54	\$32.34	\$33.42
PSE61	Clerical (Appr)	\$25.28	\$29.08	\$29.74	\$32.08	\$32.88	\$33.97
	<u>PARA EDUCATORS</u>						
PSE29	Para Educator I	\$23.74	\$26.85	\$27.47	\$29.77	\$30.56	\$31.64
PSE54	Para Educator II (ASSIST)	\$25.46	\$28.18	\$28.83	\$31.15	\$31.94	\$33.03
PSE30	Para Educator III (Para II)	\$24.76	\$27.94	\$28.58	\$30.89	\$31.69	\$32.77
PSE55	Para Educator IV (ASSIST II)	\$26.23	\$28.95	\$29.61	\$31.95	\$32.75	\$33.83
PSE32	Para Educator V (Para Technical)	\$29.27	\$33.97	\$34.73	\$37.14	\$37.98	\$39.07
PSE33	Campus Supervision	\$25.77	\$29.25	\$29.92	\$32.26	\$33.06	\$34.15
PSE60	Campus Supervision (Appr)	\$26.29	\$29.81	\$30.49	\$32.84	\$33.65	\$34.73

<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)	
	22-23	22-23	22-23	22-23	22-23	22-23	
<b><u>FOOD SERVICE</u></b>							
PSE34	<b>Food Service Assistant</b>	\$21.04	\$23.97	\$24.53	\$26.79	\$27.55	\$28.63
PSE35	<b>Food Service Assistant (Appr)</b>	\$21.56	\$24.49	\$25.06	\$27.33	\$28.09	\$29.17
PSE38	<b>Food Service Manager Elem/Sec</b>	\$24.62	\$27.56	\$28.19	\$30.50	\$31.29	\$32.37
PSE39	<b>Food Service Manager Elem/Sec (Appr)</b>	\$25.14	\$28.08	\$28.72	\$31.04	\$31.83	\$32.92
PSE41	<b>Food Service Manager Elem/Sec (Appr+3)</b>	\$25.66	\$28.60	\$29.25	\$31.58	\$32.37	\$33.46
PSE65	<b>High School Manager (Lead Cook)</b>	\$25.29	\$29.00	\$29.66	\$31.99	\$32.79	\$33.88
PSE66	<b>Secondary School Manager (Lead Cook Appr)</b>	\$25.81	\$29.52	\$30.19	\$32.53	\$33.34	\$34.42
PSE68	<b>Secondary School Manager (Lead Cook Appr)</b>	\$26.33	\$30.04	\$30.72	\$33.07	\$33.88	\$34.96
PSE42	<b>Food Service High School Cook</b>	\$24.45	\$27.30	\$27.93	\$30.23	\$31.02	\$32.11
PSE43	<b>Food Service High School Cook (Appr)</b>	\$24.97	\$27.82	\$28.46	\$30.77	\$31.56	\$32.65
PSE50	<b>Mail/Food Delivery</b>	\$27.28	\$30.40	\$31.08	\$33.44	\$34.25	\$35.34
PSE51	<b>Mail/Food Delivery (Appr)</b>	\$27.80	\$30.92	\$31.61	\$33.98	\$34.79	\$35.88

\*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.**