



**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: Letter of Agreement with the Public School Employees of Stanwood-Camano

DATE: August 8, 2023

TYPE: Action Required

Please see the attached Letter of Agreement with the Public School Employees of Stanwood-Camano outlining the process to cover paraeducator positions when no paraeducator substitutes are available.

Recommendations: We recommend you approve this Letter of Agreement with the Public School Employees of Stanwood-Camano.

Every student is empowered to learn in an inclusive setting  
and is prepared for the future of their choice

[www.stanwood.wednet.edu](http://www.stanwood.wednet.edu)

**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 PURSUANT TO THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

The parties agree to the following:

In order to ensure adequate staffing in classrooms and programs, when a paraeducator substitute cannot be located in a building, the following process will be used by building/program administrators:

- Confirm with substitute coordinator that no paraeducator substitute is available
- Review list of current building paraeducators to determine if current staff could fill vacancy with extra hours
- Supervisor may fill vacancy with building certificated staff or other personnel within the district.

This Letter of Agreement shall become effective upon the signature of all parties involved.

PUBLIC SCHOOL EMPLOYEES OF  
WASHINGTON/SEIU LOCAL 1948

STANWOOD/CAMANO CHAPTER #1125  
#401

BY:

  
Judith Brown, Chapter President

STANWOOD-CAMANO SCHOOL DISTRICT

BY:

  
Maurene Stanton, Executive Director of HR

DATE:

6.15.23

DATE:

6/15/23