

Human Resources

Maurene Stanton

Executive Director of Human Resources
Stanwood Camano School District

Date: August 3, 2021

To: Board of Directors

From: Maurene Stanton

RE: Approval of Updated Classified Substitute Rates

The District is experiencing a shortage of qualified substitutes in all classified positions. The intent of the rate of pay increases proposed below is to increase the number of employees available for temporary positions.

Position	Current	Proposed
Custodial	\$ 19.20	\$ 24.28
Maintenance	\$ 22.50	\$ 30.75
Bus Driver	\$ 20.00	\$ 26.74
Mechanics	\$ 18.43	\$ 30.53
Technology Specialist	\$ 17.57	\$ 27.36
Non Cert RN	\$ 29.20	\$ 39.18
LPN	\$ 21.70	\$ 29.37
Security	\$ 18.00	\$ 26.82
Secretary I	\$ 19.30	\$ 24.22
Clerical	\$ 18.35	\$ 22.54
Paraeducator	\$ 17.00	\$ 21.58
Health Room Assistant	\$ 17.00	\$ 21.58
Food Service Asst.	\$ 15.35	\$ 19.07
Mail/Food Delivery	\$ 17.45	\$ 24.88

Rate increases will begin September 2, 2021.

RECOMMENDATIONS:

I recommend that the board approve the increased rates for classified substitutes.