



TO: BOARD OF DIRECTORS

FROM: DAN JOHNSTON, DIRECTOR OF ASSESSMENT AND TECHNOLOGY

SUBJECT: Memorandum of Agreement - Sub Rates During the 2020-2021 School Year

DATE: February 16, 2021

TYPE: Action Required

Due to the impact of COVID-19 and the instructional model at secondary schools, we will be asking substitute teachers to work 2.25 hour shifts from 7:10 a.m. to 9:25 a.m. This timeframe will allow them to teach during in-person instructional time. The attached MOU provides for a 2.25 hour sub rate for the duration of the 2020/2021 school year. The 2.25 hour rate is based on the same hourly rate used for two hour positions.

The MOU also indicates rates of pay for full day, half-day, and two-hour shifts. These pay rates have been in place since October of 2018 and do not represent a change.

Recommendation: We recommend that the board move to approve the attached Memorandum of Agreement related to a 2.25 hour sub rate of pay.

MEMORANDUM OF AGREEMENT

Amendment to Substitute Teacher Compensation

This memorandum represents an agreement between the Stanwood-Camano School District and Stanwood-Camano Education Association beginning February 22, 2021 and continuing through the remainder of the 2020-2021 school year.

Section 6.4.1 A of the 2018-2021 Stanwood-Camano Education Association/Stanwood-Camano School District Collective Bargaining Agreement will be amended to include the following:

6.4.1 SUBSTITUTES

Substitutes who are employed by the District shall receive the following salary and benefits:

- A. The daily rate of pay shall be \$165 per day (\$82.50 per half day). The rate of pay shall be \$57.50 per 2-hour substitute. In addition to full day, half day, and two-hour positions, substitutes will be eligible to fill 2.25 hour positions. The rate of pay for a 2.25 hour substitute position shall be \$64.69.

SCEA Representative- Nyda Goldstien

Date

SCSD Representative- Dan Johnston

Date