



Contact:

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TO: Stanwood-Camano Board of Directors

FROM: Christine Del Pozo, Executive Director of Human Resources

SUBJECT: Memorandum of Understanding between the Stanwood-Camano Education Association and the Stanwood-Camano School District regarding the use of Emergency Certificated Substitutes

DATE: October 3, 2023

TYPE: Action Required

Attached you will find the 2023-2024 Memorandum of Understanding between the District and the Stanwood-Camano Education Association regarding the use of Emergency Certificated Substitutes.

The Collective Bargaining Agreement between the Association and the District under Section 6.4.1 Substitutes gives priority of assignment to substitutes for any form of regular certificate (not emergency). This school year we are conducting professional learning opportunities for certificated staff on how to implement the new literacy curriculum. These trainings require more substitutes than we would typically need in a school year. This agreement allows emergency certificated substitutes to pick up assignments as they open rather than waiting until 6 p.m. the night before an assignment begins.

Recommendation: It is recommended that the Board approve the attached Memorandum of Understanding.

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

Memorandum of Understanding
Between
The Stanwood-Camano School District
and The Stanwood-Camano Education Association

This Memorandum of Understanding is supplemental to the 2021-2024 Collective Bargaining Agreement (the “Agreement”) by and between Stanwood-Camano School District (the “District”) and the Stanwood-Camano Education Association (the “Association”).

The District and the Association hereby agree to the following for the 2023-2024 school year: Section 6.4.1 of the Agreement shall be temporarily modified to permit an emergency certificated substitute to pick up subbing assignments as they open.

The modification to the Agreement set forth above shall be in effect for the 2023-2024 school year only.

Stanwood-Camano School District

Date

Stanwood-Camano Education Association

Date