

# SACRAMENTO COUNTY OFFICE OF EDUCATION

## PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5, and CCR, Title V, Section 15449

<b>Name of School District:</b>	<b>Elk Grove Unified School District</b>
<b>Name of Bargaining Unit:</b>	<b>American Federation of State, County, and Municipal Employees, Local 258</b>
<b>Certificated, Classified, Other:</b>	<b>Classified - non-management</b>

The proposed agreement covers the period beginning: **July 1, 2017** and ending: **June 30, 2019**  
(date) (date)

The Governing Board will act upon the agreement on: **June 12, 2018**  
(date)

**Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.**

### A. Proposed Change in Compensation

Compensation	Annual	Fiscal Impact of Proposed Agreement		
	Cost Prior to	Year 1	Year 2	Year 3
	Proposed Agreement	Increase (Decrease)	Increase (Decrease)	Increase (Decrease)
	FY 2017/18	FY 2017/18	FY 2018/19	FY 2019/20
<b>1 Salary Schedule</b> (This is to include Step and Columns, which is also reported separately in Item 6)	\$42,906,459		\$1,158,106	\$1,158,106
		-	0.0270	0.0263
<b>2 Other Compensation</b> Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$0	\$2,196,111		\$0
Description of other compensation: salary credit hours change from 120 to 90, 4th training class change, increase of 0.7115% to step 7, change various classification to new range within salary schedule.		\$0	\$424,171	\$424,171
<b>3 Statutory Benefits - STRS, PERS, FICA, WE, UI, Medicare, etc.</b>	\$11,576,592	\$592,533	\$466,962	\$426,914
		0.051183716	0.038372685	0.033785301
<b>4 Health/Welfare Plans</b>	\$12,350,867	\$0		\$0
<b>5 Total Compensation - Add Items 1 through 4 to equal 5</b>	\$66,833,918	\$2,788,644	\$2,049,239	\$2,009,191
		0.041724982	0.029433548	0.028033215
<b>6 Step and Column - Due to movement plus any changes due to settlement. This is a subset of Item No. 1</b>	\$85,642			
<b>7 Total Number of Represented Employees (Use FTEs if appropriate)</b>	1122.7846	1122.7846	1122.7846	1122.7846
<b>8 Total Compensation <u>Average</u> Cost per FTE</b>	\$59,525	\$2,484	\$1,825	\$1,789

**9 . What was the negotiated percentage increase approved? For example, if the increase in "Year 1" was for less than a full year, what is the annualized percentage of that increase for "Year 1"?**

The negotiated ongoing percentage increase is 2.70% to the 2017-18 salary schedule effective 7/1/18. An additional 0.7115% was added to step 7 to create an increase of 3.50% between steps 5/6 and 7.

**10 . Were any additional steps, columns, or range added to the schedule? (If yes, please explain.)**

A new training class change equivalent to 3% was added to all ranges consistent with range 371. Select classifications were moved to other ranges (Library Support Technicians, Library Technicians, Career Center Technician and Career Center Technician EGACE).

**11 . Please include comments and explanations as necessary. (If more room is necessary, please attach an additional sheet.)**

N/A

**12 . Does this bargaining unit have a negotiated cap for Health & Welfare** Yes  No

**If yes, please describe the cap amount.**

The District's maximum contribution toward medical benefit premium costs shall be 80% of the premium cost for the low cost medical plan offered by the District. Each Bargaining Unit member's contribution toward medical benefit premium costs shall be at 20% of the premium cost from the low cost plan medical plan offered by the district. Unit members shall be responsible for the buy up costs related to selecting a medical plan other than the low cost plan.

**B. Proposed Negotiated Changes in Non-compensation Items (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)**

Contract language was amended to define and provide safety attire for Food Services Warehouse workers, Maintenance & Operations and Grounds workers, and Purchase & Warehouse workers. Additional contract language was changed to the leave sections.

**C. What are the specific impacts (positive or negative) on instructional and support programs accommodate the settlement? Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff, etc.)**

With the changes in range for select classification we expect the retention and recruitment of staff to improve.

**D. What contingency language is included in the proposed agreement (e.g., reopeners, etc.)?**

If the District receives ongoing new LCFF revenue for the 2018-2019 school year that exceeds \$28,200,969 up to an additional \$4,691,407 million dollars, then the value that exceeds \$28,200,969 up to \$4,691,407 million dollars shall be allocated by the Board consistent with its interests related to Level 1 Board priorities. If the ongoing new LCFF revenue for the 2018-2019 school year exceeds \$32,892,376, then the value of the ongoing new LCFF revenue for the 2018-2019 school year that exceeds the \$32,892,376 shall be converted into a percentage based upon AFSCME's fair share. The AFSCME fair share value of the amount over \$32,892,376 shall be added to the AFSCME salary schedule as an ongoing percentage increase. This fair share value shall be prorated if the amount equals less than one percent, based upon the bargaining unit's fair share calculation for a less than one percent increase. This fair share value shall not exceed one percent added to AFSCME salary schedule #21.

If through 2018-2019 State legislation, the target amounts change for supplemental and concentration requiring the district to increase its allocation for supplemental and concentration programs, then the parties agree to meet and negotiate adjustments if needed. If the District receives one time, unrestricted, discretionary funding, included in the final State approved budget, for the 2018-2019 school year that exceeds \$17,685,103, then the dollar value that exceeds \$17,685,103 shall be converted into a percentage based upon AFSCME's fair share. The dollar value that exceeds \$17,685,103 shall be paid on a one time, off of the schedule basis to unit members based upon AFSCME's fair share value for all bargaining units not to exceed one percent. This contingent one-time, off schedule compensation allocation will be prorated for part-time, part-year status bargaining unit members. To be eligible for this contingent one-time, off schedule salary compensation allocation, a unit member must be in paid status between August 1, 2018 and September 30, 2018.

**E. Will this agreement create, or decrease deficit financing in the current or subsequent year(s)?**

**"Deficit Financing" is defined to exist when a fund's expenditures and other financing uses exceed its revenue and other financing sources in a given year. If yes, explain the amounts and justification for doing so.**

This agreement creates deficit financing in fiscal year 2017-2018, however based on current state projected revenue there is sufficient ongoing state funding.

**F. Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc.**

N/A

**G. Source of Funding for Proposed Agreement**

**1. Current Year**

Ongoing additional state revenue and existing reserves.

**2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years (i.e., what will all the district to afford this contract)?**

N/A

**3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effects in meeting obligations.)**

District is projecting ongoing state LCFF funding to fund the multiyear agreement along with existing reserves to fund those items bargained as one-time.

**H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**

Enter Bargaining Unit:	Unrestricted General Fund AFSCME			
	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 3/20/18)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$531,746,619			\$531,746,619
Remaining Revenues (8100-8799)	\$23,776,565			\$23,776,565
<b>TOTAL REVENUES</b>	<b>\$555,523,184</b>	<b>\$0</b>	<b>\$0</b>	<b>\$555,523,184</b>
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$251,008,229	\$0	\$3,950,189	\$254,958,418
Classified Salaries (2000-2999)	\$53,907,902	\$2,196,111		\$56,104,013
Employee Benefits (3000-3999)	\$117,070,316	\$592,533	\$816,899	\$118,479,748
Books and Supplies (4000-4999)	\$29,004,992			\$29,004,992
Services, Other Operating Expenses (5000-5999)	\$24,834,066			\$24,834,066
Capital Outlay (6000-6999)	\$1,152,396			\$1,152,396
Other Outgo (7100-7299) (7400-7499)	\$1,419,215			\$1,419,215
Direct Support/Indirect Cost (7300-7399)	-\$9,616,202			-\$9,616,202
Other Adjustments				\$0
<b>TOTAL EXPENDITURES</b>	<b>\$468,780,914</b>	<b>\$2,788,644</b>	<b>\$4,767,088</b>	<b>\$476,336,646</b>
<b>OPERATING SURPLUS (DEFICIT)</b>	<b>\$86,742,270</b>	<b>-\$2,788,644</b>	<b>-\$4,767,088</b>	<b>\$79,186,538</b>
<b>TRANSFERS IN &amp; OTHER SOURCES (8910-8979)</b>				<b>\$0</b>
<b>TRANSFERS OUT &amp; OTHER USES (7610-7699)</b>	<b>-\$794,086</b>			<b>-\$794,086</b>
<b>CONTRIBUTIONS (8980-8999)</b>	<b>-\$88,686,364</b>	<b>\$0</b>	<b>-\$596,500</b>	<b>-\$89,282,864</b>
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	<b>-\$2,738,180</b>	<b>-\$2,788,644</b>	<b>-\$5,363,588</b>	<b>-\$10,890,412</b>
<b>BEGINNING BALANCE</b>	<b>\$93,058,019</b>			<b>\$93,058,019</b>
Prior-Year Adjustments/Restatements (9793/9795)				\$0
<b>CURRENT-YEAR ENDING BALANCE</b>	<b>\$90,319,839</b>	<b>-\$2,788,644</b>	<b>-\$5,363,588</b>	<b>\$82,167,607</b>
<b>COMPONENTS OF ENDING BALANCE:</b>				
Reserved Amounts (9711-9740)	\$713,174			\$713,174
Reserved for Economic Uncertainties (9789)	\$14,000,000	\$100,000		\$14,100,000
Designated Amounts (9780)	\$75,606,665	-\$2,888,644	-\$5,363,588	\$67,354,433
Unappropriated Amounts (9790)	\$0	\$0	\$0	\$0

\* Please see question on page 7.

**H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**

**Restricted General Fund  
AFSCME**

Enter Bargaining Unit:

	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 3/20/18)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$0			\$0
Remaining Revenues (8100-8799)	\$132,325,794			\$132,325,794
<b>TOTAL REVENUES</b>	\$132,325,794	\$0	\$0	\$132,325,794
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$60,427,290	\$0	\$655,636	\$61,082,926
Classified Salaries (2000-2999)	\$33,032,298			\$33,032,298
Employee Benefits (3000-3999)	\$58,404,466	\$0	\$135,586	\$58,540,052
Books and Supplies (4000-4999)	\$23,309,456	\$0	-\$194,722	\$23,114,734
Services, Other Operating Expenses (5000-5999)	\$29,745,475			\$29,745,475
Capital Outlay (6000-6999)	\$7,633,109			\$7,633,109
Other Outgo (7100-7299) (7400-7499)	\$2,590,104			\$2,590,104
Direct Support/Indirect Cost (7300-7399)	\$7,788,737			\$7,788,737
Other Adjustments				\$0
<b>TOTAL EXPENDITURES</b>	\$222,930,935	\$0	\$596,500	\$223,527,435
<b>OPERATING SURPLUS (DEFICIT)</b>	-\$90,605,141	\$0	-\$596,500	-\$91,201,641
<b>TRANSFERS IN &amp; OTHER SOURCES (8910-8979)</b>	\$0			\$0
<b>TRANSFERS OUT &amp; OTHER USES (7610-7699)</b>	\$0			\$0
<b>CONTRIBUTIONS (8980-8999)</b>	\$88,686,364	\$0	\$596,500	\$89,282,864
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	-\$1,918,777	\$0	\$0	-\$1,918,777
<b>BEGINNING BALANCE</b>	\$20,781,029			\$20,781,029
Prior-Year Adjustments/Restatements (9793/9795)				\$0
<b>CURRENT-YEAR ENDING BALANCE</b>	\$18,862,252	\$0	\$0	\$18,862,252
<b>COMPONENTS OF ENDING BALANCE:</b>				
Reserved Amounts (9711-9740)	\$18,862,252	\$0		\$18,862,252
Reserved for Economic Uncertainties (9789)				\$0
Designated Amounts (9780)				\$0
Unappropriated Amounts (9790)	\$0	\$0	\$0	\$0

\* Please see question on page 7.

**H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**

Enter Bargaining Unit:	Combined General Fund AFSCME			
	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 3/20/18)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$531,746,619	\$0	\$0	\$531,746,619
Remaining Revenues (8100-8799)	\$156,102,359	\$0	\$0	\$156,102,359
<b>TOTAL REVENUES</b>	<b>\$687,848,978</b>	<b>\$0</b>	<b>\$0</b>	<b>\$687,848,978</b>
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$311,435,519	\$0	\$4,605,825	\$316,041,344
Classified Salaries (2000-2999)	\$86,940,200	\$2,196,111	\$0	\$89,136,311
Employee Benefits (3000-3999)	\$175,474,782	\$592,533	\$952,485	\$177,019,800
Books and Supplies (4000-4999)	\$52,314,448	\$0	-\$194,722	\$52,119,726
Services, Other Operating Expenses (5000-5999)	\$54,579,541	\$0	\$0	\$54,579,541
Capital Outlay (6000-6999)	\$8,785,505	\$0	\$0	\$8,785,505
Other Outgo (7100-7299) (7400-7499)	\$4,009,319	\$0	\$0	\$4,009,319
Direct Support/Indirect Cost (7300-7399)	-\$1,827,465	\$0	\$0	-\$1,827,465
Other Adjustments	\$0	\$0	\$0	\$0
<b>TOTAL EXPENDITURES</b>	<b>\$691,711,849</b>	<b>\$2,788,644</b>	<b>\$5,363,588</b>	<b>\$699,864,081</b>
<b>OPERATING SURPLUS (DEFICIT)</b>	<b>-\$3,862,871</b>	<b>-\$2,788,644</b>	<b>-\$5,363,588</b>	<b>-\$12,015,103</b>
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$0	\$0	\$0	\$0
TRANSFERS OUT & OTHER USES (7610-7699)	-\$794,086	\$0	\$0	-\$794,086
CONTRIBUTIONS (8980-8999)	\$0	\$0	\$0	\$0
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	<b>-\$4,656,957</b>	<b>-\$2,788,644</b>	<b>-\$5,363,588</b>	<b>-\$12,809,189</b>
<b>BEGINNING BALANCE</b>	<b>\$113,839,048</b>			<b>\$113,839,048</b>
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
<b>CURRENT-YEAR ENDING BALANCE</b>	<b>\$109,182,091</b>	<b>-\$2,788,644</b>	<b>-\$5,363,588</b>	<b>\$101,029,859</b>
<b>COMPONENTS OF ENDING BALANCE:</b>				
Reserved Amounts (9711-9740)	\$19,575,426	\$0	\$0	\$19,575,426
Reserved for Economic Uncertainties (9789)	\$14,000,000	\$100,000	\$0	\$14,100,000
Designated Amounts (9780)	\$75,606,665	-\$2,888,644	-\$5,363,588	\$67,354,433
Unappropriated Amounts - Unrestricted (9790)	\$0	\$0	\$0	\$0

**H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**

Enter Fund: **FUND 09 - ELK GROVE CHARTER**  
Enter Bargaining Unit: **AFSCME**

	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 3/20/18)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$2,459,451	\$0	\$0	\$2,459,451
Remaining Revenues (8100-8799)	\$152,600	\$0	\$0	\$152,600
<b>TOTAL REVENUES</b>	\$2,612,051	\$0	\$0	\$2,612,051
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$1,223,394	\$0	\$17,369	\$1,240,763
Classified Salaries (2000-2999)	\$175,771	\$0	\$0	\$175,771
Employee Benefits (3000-3999)	\$587,810	\$0	\$3,592	\$591,402
Books and Supplies (4000-4999)	\$199,759	\$0	\$0	\$199,759
Services, Other Operating Expenses (5000-5999)	\$161,692	\$0	\$0	\$161,692
Capital Outlay (6000-6999)	\$30,000	\$0	\$0	\$30,000
Other Outgo (7100-7299) (7400-7499)	\$0	\$0	\$0	\$0
Direct Support/Indirect Cost (7300-7399)	\$61,401	\$0	\$0	\$61,401
Other Adjustments	\$0	\$0	\$0	\$0
<b>TOTAL EXPENDITURES</b>	\$2,439,827	\$0	\$20,961	\$2,460,788
<b>OPERATING SURPLUS (DEFICIT)</b>	\$172,224	\$0	-\$20,961	\$151,263
<b>TRANSFERS IN &amp; OTHER SOURCES (8910-8979)</b>	\$0	\$0	\$0	\$0
<b>TRANSFERS OUT &amp; OTHER USES (7610-7699)</b>	\$0	\$0	\$0	\$0
<b>CONTRIBUTIONS (8980-8999)</b>	\$0	\$0	\$0	\$0
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$172,224	\$0	-\$20,961	\$151,263
<b>BEGINNING BALANCE</b>	\$4,330,842			\$4,330,842
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
<b>CURRENT-YEAR ENDING BALANCE</b>	\$4,503,066	\$0	-\$20,961	\$4,482,105
<b>COMPONENTS OF ENDING BALANCE:</b>				
Reserved Amounts (9711-9740)	\$1	\$0	\$0	\$1
Reserved for Economic Uncertainties (9770)	\$0	\$0	\$0	\$0
Board Designated Amounts (9775-9780)	\$4,503,065	\$0	-\$20,961	\$4,482,104
Unappropriated Amounts (9790)	\$0	\$0	\$0	\$0

\* Please see question on page 7.

**H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**

Enter Fund: **FUND 11 - ADULT EDUCATION**  
Enter Bargaining Unit: **AFSCME**

	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 3/20/18)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$277,088	\$0	\$0	\$277,088
Remaining Revenues (8100-8799)	\$4,546,666	\$0	\$0	\$4,546,666
<b>TOTAL REVENUES</b>	<b>\$4,823,754</b>	<b>\$0</b>	<b>\$0</b>	<b>\$4,823,754</b>
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$1,394,631	\$0	\$20,223	\$1,414,854
Classified Salaries (2000-2999)	\$1,156,418	\$0	\$0	\$1,156,418
Employee Benefits (3000-3999)	\$1,221,841	\$0	\$4,182	\$1,226,023
Books and Supplies (4000-4999)	\$623,932	\$0	\$0	\$623,932
Services, Other Operating Expenses (5000-5999)	\$467,061	\$0	\$0	\$467,061
Capital Outlay (6000-6999)	\$249,025	\$0	\$0	\$249,025
Other Outgo (7100-7299) (7400-7499)	\$91,570	\$0	\$0	\$91,570
Direct Support/Indirect Cost (7300-7399)	\$208,686	\$0	\$0	\$208,686
Other Adjustments	\$0	\$0	\$0	\$0
<b>TOTAL EXPENDITURES</b>	<b>\$5,413,164</b>	<b>\$0</b>	<b>\$24,405</b>	<b>\$5,437,569</b>
<b>OPERATING SURPLUS (DEFICIT)</b>	<b>-\$589,410</b>	<b>\$0</b>	<b>-\$24,405</b>	<b>-\$613,815</b>
<b>TRANSFERS IN &amp; OTHER SOURCES (8910-8979)</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>TRANSFERS OUT &amp; OTHER USES (7610-7699)</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>CONTRIBUTIONS (8980-8999)</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	<b>-\$589,410</b>	<b>\$0</b>	<b>-\$24,405</b>	<b>-\$613,815</b>
<b>BEGINNING BALANCE</b>	<b>\$2,702,246</b>			<b>\$2,702,246</b>
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
<b>CURRENT-YEAR ENDING BALANCE</b>	<b>\$2,112,836</b>	<b>\$0</b>	<b>-\$24,405</b>	<b>\$2,088,431</b>
<b>COMPONENTS OF ENDING BALANCE:</b>				
Reserved Amounts (9711-9740)	\$828,173	\$0	\$0	\$828,173
Reserved for Economic Uncertainties (9770)	\$0	\$0	\$0	\$0
Board Designated Amounts (9775-9780)	\$1,284,663	\$0	-\$24,405	\$1,260,258
Unappropriated Amounts (9790)	\$0	\$0	\$0	\$0

\* Please see question on page 7.

**H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**

Enter Fund: **FUND 12 - CHILD DEVELOPMENT**  
 Enter Bargaining Unit: **AFSCME**

	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 3/20/18)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$0	\$0	\$0	\$0
Remaining Revenues (8100-8799)	\$6,709,886	\$0	\$0	\$6,709,886
<b>TOTAL REVENUES</b>	\$6,709,886	\$0	\$0	\$6,709,886
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$2,213,440	\$0	\$30,251	\$2,243,691
Classified Salaries (2000-2999)	\$1,263,050	\$0	\$0	\$1,263,050
Employee Benefits (3000-3999)	\$1,669,404	\$0	\$6,256	\$1,675,660
Books and Supplies (4000-4999)	\$294,389	\$0	-\$36,507	\$257,882
Services, Other Operating Expenses (5000-5999)	\$1,161,582	\$0	\$0	\$1,161,582
Capital Outlay (6000-6999)	\$28,030	\$0	\$0	\$28,030
Other Outgo (7100-7299) (7400-7499)	\$0	\$0	\$0	\$0
Direct Support/Indirect Cost (7300-7399)	\$274,077	\$0	\$0	\$274,077
Other Adjustments	\$0	\$0	\$0	\$0
<b>TOTAL EXPENDITURES</b>	\$6,903,972	\$0	\$0	\$6,903,972
<b>OPERATING SURPLUS (DEFICIT)</b>	-\$194,086	\$0	\$0	-\$194,086
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$194,086	\$0	\$0	\$194,086
TRANSFERS OUT & OTHER USES (7610-7699)	\$0	\$0	\$0	\$0
CONTRIBUTIONS (8980-8999)	\$0	\$0	\$0	\$0
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$0	\$0	\$0	\$0
<b>BEGINNING BALANCE</b>	\$143,924			\$143,924
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
<b>CURRENT-YEAR ENDING BALANCE</b>	\$143,924	\$0	\$0	\$143,924
<b>COMPONENTS OF ENDING BALANCE:</b>				
Reserved Amounts (9711-9740)	\$143,924	\$0	\$0	\$143,924
Reserved for Economic Uncertainties (9770)		\$0	\$0	\$0
Board Designated Amounts (9775-9780)	\$0	\$0	\$0	\$0
Unappropriated Amounts (9790)	\$0	\$0	\$0	\$0

\* Please see question on page 7.

**I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**

**Combined General Fund  
AFSCME**

Enter Bargaining Unit:

	2017-18	2018-19	2019-20
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
<b>REVENUES</b>			
Revenue Limit Sources (8010-8099)	\$531,746,619	\$559,944,506	\$574,907,407
Remaining Revenues (8100-8799)	\$156,102,359	\$164,722,108	\$147,632,725
<b>TOTAL REVENUES</b>	<b>\$687,848,978</b>	<b>\$724,666,614</b>	<b>\$722,540,132</b>
<b>EXPENDITURES</b>			
Certificated Salaries (1000-1999)	\$316,041,344	\$318,519,581	\$323,547,476
Classified Salaries (2000-2999)	\$89,136,311	\$88,773,966	\$89,430,591
Employee Benefits (3000-3999)	\$177,019,800	\$188,634,074	\$199,834,454
Books and Supplies (4000-4999)	\$52,119,726	\$39,772,479	\$39,782,721
Services, Other Operating Expenses (5000-5999)	\$54,579,541	\$53,871,139	\$54,627,748
Capital Outlay (6000-6999)	\$8,785,505	\$1,776,698	\$1,776,698
Other Outgo (7100-7299) (7400-7499)	\$4,009,319	\$4,027,429	\$4,027,429
Direct Support/Indirect Cost (7300-7399)	-\$1,827,465	-\$808,038	-\$808,038
Other Adjustments	\$0	\$9,849,298	\$2,470,728
<b>TOTAL EXPENDITURES</b>	<b>\$699,864,081</b>	<b>\$704,416,626</b>	<b>\$714,689,807</b>
<b>OPERATING SURPLUS (DEFICIT)</b>	<b>-\$12,015,103</b>	<b>\$20,249,988</b>	<b>\$7,850,325</b>
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$0	\$0	\$0
TRANSFERS OUT & OTHER USES (7610-7699)	-\$794,086	-\$194,086	-\$194,086
CONTRIBUTIONS (8980-8999)	\$0	\$0	\$0
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	<b>-\$12,809,189</b>	<b>\$20,055,902</b>	<b>\$7,656,239</b>
<b>BEGINNING BALANCE</b>	<b>\$113,839,048</b>	<b>\$101,029,859</b>	<b>\$121,085,761</b>
<b>CURRENT-YEAR ENDING BALANCE</b>	<b>\$101,029,859</b>	<b>\$121,085,761</b>	<b>\$128,742,000</b>
<b>COMPONENTS OF ENDING BALANCE:</b>			
Reserved Amounts (9711-9740)	\$19,575,426	\$23,218,015	\$26,818,669
Reserved for Economic Uncertainties - Unrestricted (9789)	\$14,100,000	\$14,100,000	\$14,300,000
Reserved for Economic Uncertainties - Restricted (9770)			
Board Designated Amounts (9780)	\$67,354,433	\$83,767,746	\$87,623,331
Unappropriated Amounts - Unrestricted (9790)	\$0	\$0	\$0
Unappropriated Amounts - Restricted (9790)	\$0	\$0	\$0

**J. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES**

**1. State Reserve Standard**

	2017-18	2018-19	2019-20
a. Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$700,658,167	\$704,610,712	\$714,883,893
b. State Standard Minimum Reserve Percentage for this District <u>2%</u> enter percentage:	2%	2%	2%
c. State Standard Minimum Reserve Amount for this District (For districts with less than 1,001 ADA, this is the greater of Line a, times Line b, OR \$50,000	\$14,013,163	\$14,092,214	\$14,297,678

**2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)**

a. General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$14,100,000	\$14,100,000	\$14,300,000
b. General Fund Budgeted Unrestricted Unappropriated Amount (9790)	\$0	\$0	\$0
c. Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9780)	\$0	\$0	\$0
d. Special Reserve Fund (Fund 17) Budgeted Unappropriated Amount (9780)	\$0	\$0	\$0
g. Total Available Reserves	\$14,100,000	\$14,100,000	\$14,300,000
h. Reserve for Economic Uncertainties Percentage	2.0%	2.0%	2.0%

**3. Do unrestricted reserves meet the state minimum reserve amount?**

2017-18	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2018-19	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2019-20	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

**4. If no, how do you plan to restore your reserves?**

N/A

**5. If the total amount of the adjustment in Column 2 on Page 4 does not agree with the amount of the Total Compensation Increase in Section A, Line 5, Page 1 (i.e., increase was partially budgeted), explain the variance below:**

**6. Please include any additional comments and explanation of Page 4 if necessary: N/A**

**K. CERTIFICATION NO. 1: CERTIFICATION OF THE DISTRICTS ABILITY TO MEET THE COSTS OF COLLECTIVE BARGAINING AGREEMENT**

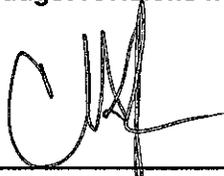
The disclosure document must be signed by the district Superintendent and Chief Business Officer at the time of public disclosure.

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Financial Officer of Elk Grove Unified School District (District), hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the American Federation of State, County, and Municipal Employees, Local 258, during the term of the agreement from July 1, 2017 to June 30, 2019.

The budget revisions necessary to meet the costs of the agreement are as follows:

<u>Budget Adjustment Categories:</u>	<u>Budget Adjustment Increase (Decrease)</u>
<u>Revenues/Other Financing Sources</u>	<u>0</u>
<u>Expenditures/Other Financing Uses</u>	<u>2,788,644</u>
<u>Ending Balance Increase (Decrease)</u>	<u>(2,788,644)</u>

(No budget revisions necessary)



District Superintendent (Signature)  
Christopher R. Hoffman



Date



Chief Financial Officer (Signature)  
Shannon Hayes



Date

**M. CERTIFICATION NO. 2**

The disclosure document must be signed by the district Superintendent or designee at the time of public disclosure and by the President or Clerk of the Governing Board at the time of formal board action on the proposed agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Section 3547.5.

\_\_\_\_\_  
**District Superintendent (Signature)**  
**Christopher R. Hoffman**

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Shannon Hayes, Chief Financial Officer**  
**Contact Person**

\_\_\_\_\_  
**(916) 686-7744**  
**Phone**

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on June 12, 2018, took action to approve the proposed Agreement with the American Federation of State, County, and Municipal Employees, Local 258.

\_\_\_\_\_  
**President (or Clerk), Governing Board**  
**(Signature)**

\_\_\_\_\_  
**Date**

**Tentative Agreement**  
**Between**  
**Elk Grove Unified School District**  
**And**

**American Federation of State, County, and Municipal Employees, Local 258**

**May 11, 2018**

Elk Grove Unified School District (District) and the American Federation of State, County, and Municipal Employees, Local 258 (AFSCME), collectively referred to as "the parties," have considered their mutual interests and have agreed to enter into this Tentative Agreement (Agreement) to resolve negotiations for the 2017-2018 and 2018-2019 school years with no reopeners. All of the terms included in this Agreement are contingent upon approval by the Sacramento County Office of Education and ratification by both parties.

**1. One-time Expenditures 2017-2018**

**a. One-Time 5.12%**

For the 2017-2018 school year, each 1.0 full time equivalent (FTE) AFSCME unit member shall receive (5.12%) of their 2017-2018 year base salary as a one-time, off-schedule payment that will be issued by the District to each bargaining unit member consistent with the following criteria. This one-time, off schedule compensation allocation will be prorated for part-time, part-year status bargaining unit members. To be eligible for this one-time, off schedule salary compensation allocation, the unit member must be in paid status with the District at the time that the one-time, off-schedule payment is paid, and the unit member must also have been in paid status with the District for at least 75% of the 2017-2018 work year calendar assigned by the District for their position between July 1, 2017 and June 29, 2018.

**2. 2018-2019 School Year (Ongoing)**

Effective beginning July 1, 2018, a (2.7%) increase shall be added to the 2017-2018 AFSCME salary schedule #21 including the longevity bonus, consistent with the attached 2018-2019 AFSCME salary schedule #21.

**3. 2018-2019 School Year (Ongoing) (Comparability Study)**

Effective July 1, 2018, the following changes shall be made to AFSCME salary schedule #21, based upon the comparability study and consistent with the attached 2018-2019 AFSCME salary schedule #21:

a. Library Support Technicians, Title I & Library Technicians shall be moved from Salary Schedule range #361 to #381.

b. Career Center Technicians and Career Center Technicians-EGACE shall be moved from Salary Schedule range #371 to #381.

c. Change Salary Schedule Step 7 from a 2.7885% step to a 3.5% step consistent with the attached 2018-2019 AFSCME salary schedule #21.

d. The parties agree to the following changes to Article 8.2.2:

The classified salary schedule will provide for four (4) ~~three (3)~~ training class increments of 3% each. Each training class will require the completion of the equivalent of six (6) ~~eight (8)~~ semester hours of college credit or fifteen (15) clock hours of instruction per unit (90 hours total ~~120 hours total~~). Credits may be earned in a variety of ways.

#### **4. Arbinger Training –New Article 8, Section 8.9:**

AFSCME and EGUSD are committed to Arbinger in Education training for all unit members. It is understood that all unit members are expected to participate in this training, and that the training shall not exceed eight (8) hours. For such training provided outside of work hours and/or work days, unit members will have the option of receiving either pay at the current hourly rate (not the per diem rate), or the salary schedule credit equivalent, once all eight (8) hours of training are completed. Hourly pay and salary schedule credit for this training shall not exceed eight (8) hours. The eight (8) hours of Arbinger in Education training shall be scheduled at various times over a period of three school years (2018-2019, 2019-2020 and 2020-2021).

#### **5. 2018-2019 School Year Contingency Compensation Provisions**

##### **a. Ongoing Contingency Compensation for 2018-2019**

If the District receives ongoing new LCFF revenue for the 2018-2019 school year that exceeds \$28,200,969 up to an additional \$4,691,407 million dollars, then the value that exceeds \$28,200,969 up to \$4,691,407 million dollars shall be allocated by the Board consistent with its interests related to Level 1 Board priorities.

If the ongoing new LCFF revenue for the 2018-2019 school year exceeds \$32,892,376, then the value of the ongoing new LCFF revenue for the 2018-2019 school year that exceeds the \$32,892,376 shall be converted into a percentage based upon AFSCME's fair share.

The AFSCME fair share value of the amount over \$32,892,376 shall be added to the AFSCME salary schedule as an ongoing percentage increase. This fair share value shall be prorated if the amount equals less than one percent, based upon the bargaining unit's fair share calculation for a less than one percent increase. This fair share value shall not exceed one percent added to AFSCME salary schedule #21.

If through 2018-2019 State legislation, the target amounts change for supplemental and concentration requiring the district to increase its allocation for supplemental and concentration programs, then the parties agree to meet and negotiate adjustments if needed.

## **b. One time Contingency Compensation for 2018-2019**

If the District receives one time, unrestricted, discretionary funding, included in the final State approved budget, for the 2018-2019 school year that exceeds \$17,685,103, then the dollar value that exceeds \$17,685,103 shall be converted into a percentage based upon AFSCME's fair share. The dollar value that exceeds \$17,685,103 shall be paid on a one time, off of the schedule basis to unit members based upon AFSCME's fair share value for all bargaining units not to exceed one percent. This contingent one-time, off schedule compensation allocation will be prorated for part-time, part-year status bargaining unit members. To be eligible for this contingent one-time, off schedule salary compensation allocation, a unit member must be in paid status between August 1, 2018 and September 30, 2018.

## **6. Article 5, Section 5.7 Uniforms**

Effective July 1, 2018, revise all of Section 5.7 Uniform provisions as follows and renumber Section 5.7 during contract update meetings:

### Food Services Warehouse

a. 5.7.1(c)(iii.) Insulated safety (steel-toed) footwear as needed every two years. b. Delete 5.7.1(c)(iv.) ~~The District will consider special circumstances such as unusual wear and other exigent circumstances for replacement of safety (steel-toed) footwear more frequently than specified in section iii. above.~~

b. 5.7.1(c) (vi.) The maximum allowance for safety footwear will be \$160.00 per pair plus applicable taxes every year.

### Maintenance & Operations and Grounds

c. 5.7.1(d)(i) ~~Safety footwear (steel-toed or composite-toed) footwear as needed every two years.~~

d. 5.7.1(d) All Maintenance and Grounds will be provided with five (5) industrial shirts annually, one (1) jacket every three (3) years. Mechanics and Grounds Equipment Operators will be provided with two (2) pairs of industrial overalls per year (or whenever the overalls are worn out). Electricians and HVAC Specialists shall receive two safety shirts annually. Other positions in Maintenance and Grounds may be provided with industrial overalls when deemed necessary by their supervisor.

e. Delete 5.7.1 (d)(ii) ~~The District will consider special circumstances such as unusual wear and other exigent circumstances for replacement of safety (steel-toed) footwear more frequently than specified in section i. above.~~

f. 5.7.1(d)(iv) The maximum allowance for safety footwear will be \$160.00 per pair plus applicable taxes every year.

### Purchasing & Warehouse

g. 5.7.1(e)(iii.) Safety Footwear (steel-toed or composite toed) footwear as needed every two years.

h. ~~Delete 5.7.1(e)(iv.) The District will consider special circumstances such as unusual wear and other exigent circumstances for replacement of safety (steel toed) footwear more frequently than specified in section iii. above.~~

i. 5.7.1(e)(vi.) The maximum allowance for safety footwear will be \$160.00 per pair plus applicable taxes every year.

Other Uniform Changes

j. 5.7.4 Uniform articles, keys and badges, remain the property of the District and must be returned upon request by the District at the end of unit members' employment with the District.

k. New 5.7.10 The District agrees to make a reasonable effort to deliver uniforms to unit members by December 1<sup>st</sup> of each school year.

l. ~~Delete 5.7.3 Employees may elect to use the equivalent dollar value of the uniform allocation towards the purchase of optional wear listed in the Optional Wear section of this Article. The District shall provide a number of uniforms as negotiated in bargaining, with the District bearing all costs. 5.7.9~~

m. 5.7.6 Uniform specifications (color, material, styling, etc.) are governed by the Elk Grove Unified School District. Clothing items not complying with specifications are not to be worn unless approved by the Department Supervisor ~~for approved optional wear.~~

n. Add to 5.7.6: Maintenance Painters-white shirts

o. 5.7.7 Employees required to wear uniforms must begin each work day clean, neat and attired in properly fitting prescribed uniforms. Uniform items, ~~optional wear items,~~ and pants with visible areas of wear or disrepair will not be worn, but shall be replaced as quickly as possible by the District. Certain positions may be required to wear long pants to ensure safety when performing safety-sensitive tasks.

p. 5.7.9 ~~District-Provided and Approved Optional Wear~~

On an as needed basis, District and AFSCME agree to create a sub-committee for selection of colors; committee representatives to be determined by each party.

**7. Vacation, Article 7**

The parties agree to continue to work on the reduction of unit members' accrued vacation time.

**8. Bereavement Leave-Article 7, Section 7.3.7**

Effective July 1, 2018, the parties agree to revise section 7.3.7 as follows:

a. Unit members shall be granted three (3) days paid leave of absence on account of death of any member of his/her immediate family and five (5) days if out-of-state travel is required. If the loss is of a spouse, registered domestic partner, or a child, unit

members shall be granted ten (10) days of bereavement leave. Prior approval is not required.

b. Bereavement Leave days shall not be deducted from the sick leave balance.

#### **9. Sick Leave/Personal Necessity Leave Language**

Effective July 1, 2018, the parties agree to the following revisions to Section 7.3.1(h):

##### **7.3.1(h):**

a. The definition of immediate family, for purposes of 7.3.1(h) sick leave and personal necessity leave only, shall include a non-registered domestic partner designated by the unit member. Non-registered domestic partner status does not qualify for eligibility for health and welfare benefits.

In general, a non-registered domestic partnership has the following criteria:

1. The partners have a committed relationship which has existed for at least one year; and
2. The partners both reside at the same address; and
3. The unit member certifies to the District that this information is true and correct at the time that the unit member requests the sick leave or bereavement leave.

#### **10. Comparability Study Meetings**

During the 2018-2019 school year, the parties agree to continue to meet to discuss interests and options for potential future year negotiations regarding the comparability study.

#### **11. Contract Clean Up Meetings**

The parties agree to continue to meet to complete updates to the collective bargaining agreement to reflect the parties' agreed upon revisions to the parties' collective bargaining agreement.

#### **12. Catastrophic Leave, Article 7, Section 7.3.22**

Effective July 1, 2018, the parties agree to revise the catastrophic leave provisions included in the collective bargaining agreement to include language that there is a 30 day catastrophic leave limit for unit members to care for an immediate family member other than for themselves, their spouse, registered domestic partner or their child. A unit member may apply for an additional 30 days of catastrophic leave in extenuating circumstances.

**13. Duration, Article 15**

The parties agree to revise Article 15 as follows:

The parties agree to extend the collective bargaining agreement between the parties from July 1, 2017 to June 30, 2019. Except as provided in this Tentative Agreement, all other terms and conditions of the parties' collective bargaining agreement shall remain in full force and effect.

For AFSCME

Joseph Ballerini

Jain Rees

[Signature]

Diane L. Campbell

[Signature]

Eduard Nya

[Signature]

Dated: 5-11-18

For EGUSD

[Signature]

[Signature]

Karen M. Regades

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Dated: 5-14-18

**Addendum to May 11, 2018 Tentative Agreement  
Between  
Elk Grove Unified School District  
And  
American Federation of State, County, and Municipal Employees, Local 258  
June 4, 2018**

Elk Grove Unified School District (District) and the American Federation of State, County, and Municipal Employees, Local 258 (AFSCME), collectively referred to as "the parties," have considered their mutual interests and have agreed to enter into this Addendum to their May 11, 2018 Tentative Agreement (Agreement) to clarify their May 11, 2018 Tentative Agreement (T.A.) regarding training class increments.

1. The parties agree to the following clarification of the May 11, 2018 Tentative Agreement.

T.A. Section 3(d.) The parties agree to the following changes to Article 8.2.2:

The classified salary schedule will provide for four (4) ~~three (3)~~ training class increments of 3% each. Each training class increment will require the completion of the equivalent of six (6) ~~eight (8)~~ semester units of college credit or fifteen (15) clock hours of instruction per unit (90 hours total ~~120 hours total~~). Credits may be earned in a variety of ways.

2. The parties agree that beginning on or after July 1, 2018, a unit member on the attached list (Attachment A), is eligible for the fourth training class increment of 3% described in this Addendum and the parties' May 11, 2018 Tentative Agreement, if the unit member completes the required 360 professional development hours and satisfies all of the requirements and timelines included in Article 8.3 of the parties' collective bargaining agreement regarding training class increments.

3. The parties agree that unit members on the attached list (Attachment A), who can verify the completion and accumulation of at least the required 360 professional development hours necessary for the fourth training class increment on July 1, 2018 through October 1, 2018 pursuant to this Addendum, the parties' May 11, 2018 Tentative Agreement, and Section 8.3 of the parties' collective bargaining agreement, will have this fourth training class increment processed for payment by the District by November 30, 2018. In order to be eligible for the fourth training class increments, employees must also be in a paid status with the District on July 1, 2018 for the 2018-2019 school year. Unit members who can verify the completion and accumulation of at least 360 professional development hours consistent with this Addendum, the parties' May 11, 2018 Tentative Agreement and Section 8.3 of the parties' collective bargaining agreement after October 1, 2018, shall have the fourth training class increment processed in accordance with the requirements and timelines included in Section 8.3 of the parties' collective bargaining agreement.

4. The parties also agree that this Agreement reflects the only agreement between the parties regarding the subject matter of this Agreement and that there are no other verbal or written agreements regarding this subject matter.

For AFSCME

Jimmy Ballini  
[Signature]  
[Signature]

Dated: June 6, 2018

For EGUSD

[Signature]  
[Signature]  
[Signature]

Dated: 6-6-18

ATTACHMENT A  
Addendum to May 11, 2018 Tentative Agreement

ELK GROVE UNIFIED SCHOOL DISTRICT  
Finance & School Support  
April 3, 2018

2017/18 FISCAL YEAR

PROPOSED 4TH TRAINING CLASS CHANGE - AFSCME

*Handwritten notes:*  
8 M Jan 07  
EL  
6-6-18

EMPLOYEE

1	AGUERO JOANNE M	51	LAI GRACE K	101	YU WONG TSUI LING
2	ALCALA MARIA T	52	LATA RAJESHNI M	102	YUN THOEUB
3	AVALOS SYLVIA A	53	LE KIM N	103	ZENG NANCY J
4	AVERITT ELEANOR D	54	LI MENDEY Z	104	ZEPEDA MELISSA M
5	AVILA ANTONIO G	55	LI WEI D	105	ZHAI HONG Y
6	BALLERINI JENNIFER	56	LIU SELINA	106	ZHANG CARRIE M
7	BENOIST CARRIE A	57	LIU ZHEN Z	107	ZHEN VICKY
8	BOULET NORBERTA J	58	LOPEZ DAWN R	108	ZHOU JING
9	BUI THAM	59	LUI KAM L	109	ZHOU LIAN F
10	CARBAJAL RUBEN	60	LUO XIU J	110	ZHOU SUSAN W
11	CARTER GARY L	61	LUO ZHEN Y		
12	CHEN GUODONG	62	LY HENRY T		
13	CHEN JIAWEI	63	MADRIGAL SARA L		
14	CHEN KENNETH	64	MALTESE NINETTA		
15	CHEN PENGLIN	65	MALTESE VIVIAN A		
16	CHEN PENGREN	66	MARQUEZ YOKOI DEBORAH		
17	CHEN ZIQU	67	MARROQUIN RUBELIO		
18	CHOUFANI FERIAL	68	MC GLOTHIN DEBORAH		
19	CLARK NORMITA O	69	MILLER PENNIE R		
20	CONTRERAS-PROVOST DESIREE	70	NGUYEN TAM T		
21	CORMANE IRENE	71	NOAH BARRY O		
22	CURAMENG JIMMY C	72	PANZIERI VERONICA		
23	DALISAY CAROLINE V	73	PARSONS BRAD L		
24	DIAZ ELIZABETH S	74	PAYEN ROBERT E		
25	DIGMAN JOSEPH P	75	PRASAD SANJAY		
26	DONOVAN SUE A	76	QI KAIKUN		
27	ESPINOZA ANA M	77	RAYA-FRANKLIN VIRGINIA		
28	FARIA MARIA Z	78	REES TINA D		
29	FREITAS RUI D	79	REYNOLDS-BAILLERGEAU DENISE		
30	GANDA ELIA J	80	RON MARIA L		
31	GARCIA BERONICA	81	RUIZ CRISTINA R		
32	GARCIA JR ENRIQUE	82	SAINI ASHA R		
33	GARRIGAN AFAMASAGA CONNIE	83	SALAS NINA		
34	GEER JULIE M	84	SILVEY GAYLE L		
35	GEORGE MICHELE R	85	STEPHENS JOHN C		
36	GHANI NASIR A	86	STRETARS JOAN B		
37	GUERRERO VANESSA M	87	TANG BERNARD C		
38	HALL KATHY M	88	TILLMAN-OGLESBY DEANA		
39	HATTER LINDA S	89	TORIZ ERIKA J		
40	HENDERSON DENISE K	90	TRAN THUAN M		
41	HENDON CECILIA G	91	VALLES MALINDA		
42	HERMOSILLO HERNANDEZ HIPOLITO	92	VAN TRANTRI B		
43	HERNANDEZ-ALEJO SILVIA	93	VELASCO MONICA M		
44	HUANG LI Q	94	VILLADELGADO LUIS		
45	HUANG QICHAO	95	WILLIAMS EDWARD D		
46	HUANG RONG Z	96	WILLIS KWANYEUN		
47	ILAGA MELANNIE B	97	WU PING Y		
48	JOHNSON RATIH S	98	WU QIHONG		
49	KHAN RAHNAMEA B	99	WU WENDA		
50	LAI GARY K	100	WYNHOFF JUNE L		

ELK GROVE UNIFIED SCHOOL DISTRICT  
 AMERICAN FEDERATION OF STATE, COUNTY MUNICIPAL EMPLOYEES  
 Salary Schedule #21  
 2018/19

*JS 5-11-18*  
*EL 5-11-18*  
*DR 5-11-18*  
*KR 5-14-18*  
*(11) 5/14/18*

Classification	Training	EXPERIENCE STEPS					
	Classes (3%)*	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5 & 6	STEP 7+
Food & Nutrition Services Assistant I	301	\$12.44	13.32	14.26	15.26	16.03	16.60
	302*	12.82	13.72	14.69	15.72	16.52	17.10
	303*	13.21	14.14	15.14	16.20	17.02	17.62
	304*	13.61	14.57	15.60	16.69	17.54	18.15
	305*	14.02	15.01	16.07	17.20	18.07	18.70
Food Processing Center Assistant	311	\$12.70	13.59	14.55	15.57	16.35	16.93
	312*	13.09	14.00	14.99	16.04	16.85	17.44
	313*	13.49	14.42	15.44	16.53	17.36	17.97
	314*	13.90	14.86	15.91	17.03	17.89	18.51
	315*	14.32	15.31	16.39	17.55	18.43	19.07
Assistant Cook	321	\$13.08	14.00	14.98	16.03	16.84	17.43
Campus Supervisor **	322*	13.48	14.42	15.43	16.52	17.35	17.96
Food & Nutrition Services Assistant II	323*	13.89	14.86	15.90	17.02	17.88	18.50
Office Assistant I	324*	14.31	15.31	16.38	17.54	18.42	19.06
	325*	14.74	15.77	16.88	18.07	18.98	19.64
Lead Food & Nutrition Services-Elementary	341	\$13.70	14.66	15.69	16.79	17.63	18.25
	342*	14.12	15.10	16.17	17.30	18.16	18.80
	343*	14.55	15.56	16.66	17.82	18.71	19.37
	344*	14.99	16.03	17.16	18.36	19.28	19.96
	345*	15.44	16.52	17.68	18.92	19.86	20.56
Campus Supervisor - Community Day School	361	\$14.42	15.43	16.52	17.68	18.57	19.22
Campus Supervisor - Continuation School	362*	14.86	15.90	17.02	18.22	19.13	19.80
Health Records Assistant	363*	15.31	16.38	17.54	18.77	19.71	20.40
Lead Campus Supervisor	364*	15.77	16.88	18.07	19.34	20.31	21.02
Media Technician	365*	16.25	17.39	18.62	19.93	20.92	21.66
Office Assistant II							
Purchasing Assistant I							
School Office Assistant I							
Counseling & Guidance Technician	371	\$14.70	15.73	16.84	18.02	18.93	19.60
Employment Coach	372*	15.15	16.21	17.35	18.57	19.50	20.19
Staff Services Technician	373*	15.61	16.70	17.88	19.13	20.09	20.80
Student Store Technician	374*	16.08	17.21	18.42	19.71	20.70	21.43
Transition Assistant	375*	16.57	17.73	18.98	20.31	21.33	22.08
Transition Assistant - WorkAbility & Transition Services							
Accounting Assistant	381	\$15.13	16.19	17.33	18.55	19.48	20.17
Career Center Technician	382*	15.59	16.68	17.85	19.11	20.07	20.78
Career Center Technician - EGACE	383*	16.06	17.19	18.39	19.69	20.68	21.41
Custodian I **	384*	16.55	17.71	18.95	20.29	21.31	22.06
Library Technician	385*	17.05	18.25	19.52	20.90	21.95	22.73
Library Support Technician, Title I							
Mailroom Distribution Assistant							
Office Assistant III							
Professional Learning Technician I							
School Fiscal Assistant							
School Office Assistant II							
Warehouse Stock Clerk -Food & Nutrition Services **							

**ELK GROVE UNIFIED SCHOOL DISTRICT**  
**AMERICAN FEDERATION OF STATE, COUNTY MUNICIPAL EMPLOYEES**  
**Salary Schedule #21**  
**2018/19**

Classification	Training	EXPERIENCE STEPS					
	Classes (3%)*	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5 & 6	STEP 7+
<b>Custodian II **</b>	391	\$15.49	16.58	17.75	19.00	19.95	20.63
Lead Food & Nutrition Services Secondary	392*	15.96	17.08	18.29	19.57	20.55	21.27
Personnel Assistant I	393*	16.44	17.60	18.84	20.16	21.17	21.91
School Police & Security Dispatch Assistant	394*	16.94	18.13	19.41	20.77	21.81	22.57
Staff Secretary	395*	17.45	18.68	20.00	21.40	22.47	23.25
Assessment & Evaluation Technician I	401	\$15.87	16.99	18.18	19.46	20.44	21.16
Attendance Technician	402*	16.35	17.50	18.73	20.05	21.06	21.80
Computer Support Help Desk Specialist I	403*	16.85	18.03	19.30	20.66	21.70	22.46
Data Archive Technician I	404*	17.36	18.58	19.88	21.28	22.36	23.14
Data Entry Operator	405*	17.89	19.14	20.48	21.92	23.04	23.84
<b>Lead Custodian I **</b>							
Purchasing Assistant II							
Reading Specialist Technician							
School Office Technician							
Site Technology Technician							
Textbook Assistant - Education Center							
Textbook Assistant - Warehouse							
Warehouse Worker I							
<b>Warehouse Worker I - Food &amp; Nutrition Services **</b>							
<b>Duplicating Room Operator **</b>	411	\$16.25	17.39	18.61	19.92	20.92	21.66
Grounds Worker	412*	16.74	17.92	19.17	20.52	21.55	22.31
<b>Lead Custodian II **</b>	413*	17.25	18.46	19.75	21.14	22.20	22.98
Personnel Assistant II	414*	17.77	19.02	20.35	21.78	22.87	23.67
Professional Learning Technician II	415*	18.31	19.60	20.97	22.44	23.56	24.39
Construction Records Technician	421	\$16.68	17.85	19.10	20.44	21.47	22.23
Curriculum Development Technician	422*	17.19	18.39	19.68	21.06	22.12	22.90
Data Processing Assistant	423*	17.71	18.95	20.28	21.70	22.79	23.59
Planning Records Technician	424*	18.25	19.52	20.89	22.36	23.48	24.30
Program Assistant	425*	18.80	20.11	21.52	23.04	24.19	25.03
Program Assistant, Prevention & Intervention							
Registrar							
Substitute Assignment Technician							
Computer Support Help Desk Specialist II	441	\$17.46	18.69	20.00	21.40	22.47	23.26
Grounds Equipment Operator	442*	17.99	19.26	20.60	22.05	23.15	23.96
Grounds/Water Quality Technician	443*	18.53	19.84	21.22	22.72	23.85	24.68
Irrigation Systems Technician	444*	19.09	20.44	21.86	23.41	24.57	25.43
Parts & Inventory Control Assistant - Maintenance & Operations	445*	19.67	21.06	22.52	24.12	25.31	26.20
Projects Warehouse Worker							
Senior Grounds Worker							
Spray Technician							
Warehouse Worker II							
Warehouse Worker II-Food & Nutrition Services							
Accounting Technician I	451	\$17.91	19.17	20.52	21.96	23.06	23.87
Admissions Representative & Technician	452*	18.45	19.75	21.14	22.62	23.76	24.59
Assessment & Evaluation Technician II	453*	19.01	20.35	21.78	23.30	24.48	25.33
Bakery Lead	454*	19.59	20.97	22.44	24.00	25.22	26.09
Buyer I	455*	20.18	21.60	23.12	24.72	25.98	26.88
Cook/Catering Lead							
Fiscal Technician							

**ELK GROVE UNIFIED SCHOOL DISTRICT**  
**AMERICAN FEDERATION OF STATE, COUNTY MUNICIPAL EMPLOYEES**  
**Salary Schedule #21**  
**2018/19**

Classification	Training	EXPERIENCE STEPS					
	Classes (3%)*	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5 & 6	STEP 7+
Food & Nutrition Services Buyer	451	\$17.91	19.17	20.52	21.96	23.06	23.87
Food & Nutrition Services Packaging Lead	452*	18.45	19.75	21.14	22.62	23.76	24.59
Hot Food Production Lead	453*	19.01	20.35	21.78	23.30	24.48	25.33
Lead Warehouse-Food & Nutrition Services	454*	19.59	20.97	22.44	24.00	25.22	26.09
Operations Lead, Food & Nutrition Services	455*	20.18	21.60	23.12	24.72	25.98	26.88
Payroll Technician I							
Projects Purchasing Technician							
Risk Management Technician I							
Scheduling Technician-Maintenance & Operations							
School Police & Security Dispatcher							
School Site Controller I							
State & Federal Fiscal Technician							
Team Leader/Grounds Worker							
Theater Technician							
Data Archive Technician II	461	\$18.34	19.63	21.01	22.49	23.62	24.45
Employment Placement Specialist	462*	18.90	20.22	21.65	23.17	24.33	25.19
Employment Training Specialist - EGACE	463*	19.47	20.83	22.30	23.87	25.06	25.95
Job Developer	464*	20.06	21.46	22.97	24.59	25.82	26.73
School Security Specialist I	465*	20.67	22.11	23.66	25.33	26.60	27.54
Assessment & Evaluation Technician III	481	\$19.29	20.65	22.10	23.65	24.84	25.71
Buyer II	482*	19.87	21.27	22.77	24.36	25.59	26.49
Buyer - Maintenance and Operations	483*	20.47	21.91	23.46	25.10	26.36	27.29
Computer Support Help Desk Specialist III	484*	21.09	22.57	24.17	25.86	27.16	28.11
<b>Computer Technician I **</b>	485*	21.73	23.25	24.90	26.64	27.98	28.96
Maintenance Utility Worker							
Professional Learning Technician III							
<b>School Security Specialist II ***</b>							
Senior Duplicating Room Operator							
Accounting Technician II	491	\$19.55	20.92	22.39	23.96	25.16	26.05
Athletic/Facilities Office Technician	492*	20.14	21.55	23.07	24.68	25.92	26.84
Payroll Technician II	493*	20.75	22.20	23.77	25.43	26.70	27.65
Risk Management Technician II	494*	21.38	22.87	24.49	26.20	27.51	28.48
School Site Controller II	495*	22.03	23.56	25.23	26.99	28.34	29.34
Grounds Preventative Maintenance Technician	501	\$20.24	21.66	23.18	24.81	26.06	26.98
Maintenance Glazier	502*	20.85	22.31	23.88	25.56	26.85	27.79
<b>Maintenance Locksmith **</b>	503*	21.48	22.98	24.60	26.33	27.66	28.63
<b>Maintenance Specialist **</b>	504*	22.13	23.67	25.34	27.12	28.49	29.49
Preventative Maintenance Technician - Custodial Services	505*	22.80	24.39	26.11	27.94	29.35	30.38
Food & Nutrition Services							
<b>Maintenance Alarm Technician **</b>	521	\$21.29	22.79	24.39	26.10	27.41	28.37
Maintenance Carpenter	522*	21.93	23.48	25.13	26.89	28.24	29.23
<b>Maintenance Electrician **</b>	523*	22.59	24.19	25.89	27.70	29.09	30.11
<b>Maintenance Painter **</b>	524*	23.27	24.92	26.67	28.54	29.97	31.02
<b>Maintenance Plumber **</b>	525*	23.97	25.67	27.48	29.40	30.87	31.96
Regional Attendance Improvement Technician							
Regional Team Program Technician							
Water Quality/Irrigation Control System Specialist							

**ELK GROVE UNIFIED SCHOOL DISTRICT**  
**AMERICAN FEDERATION OF STATE, COUNTY MUNICIPAL EMPLOYEES**  
**Salary Schedule #21**  
**2018/19**

Classification	Training						
	Classes (3%)*	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5 & 6	STEP 7+
<b>Construction Specialist</b>	<b>531</b>	<b>\$21.60</b>	<b>23.12</b>	<b>24.74</b>	<b>26.48</b>	<b>27.81</b>	<b>28.79</b>
	532*	22.25	23.82	25.49	27.28	28.65	29.66
	533*	22.92	24.54	26.26	28.10	29.51	30.55
	534*	23.61	25.28	27.05	28.95	30.40	31.47
	535*	24.32	26.04	27.87	29.82	31.32	32.42
<b>Computer Technician II - Night Shift **</b>	<b>541</b>	<b>\$22.56</b>	<b>24.14</b>	<b>25.83</b>	<b>27.64</b>	<b>29.03</b>	<b>30.05</b>
Construction Technician I	542*	23.24	24.87	26.61	28.47	29.91	30.96
Planner I	543*	23.94	25.62	27.41	29.33	30.81	31.89
Sr. Computer Support Help Desk Specialist	544*	24.66	26.39	28.24	30.21	31.74	32.85
Technology Application Specialist I	545*	25.40	27.19	29.09	31.12	32.70	33.84
<b>Computer Technician III</b>	<b>561</b>	<b>\$24.17</b>	<b>25.87</b>	<b>27.69</b>	<b>29.63</b>	<b>31.12</b>	<b>32.21</b>
<b>HVAC Specialist **</b>	562*	24.90	26.65	28.53	30.52	32.06	33.18
Payroll Technician III	563*	25.65	27.45	29.39	31.44	33.03	34.18
Planner II	564*	26.42	28.28	30.28	32.39	34.03	35.21
Theater Productions Specialist	565*	27.22	29.13	31.19	33.37	35.06	36.27
Water Quality/Waste Water/Irrigation Control System Specialist							
<b>Team Lead - Maintenance **</b>	<b>581</b>	<b>\$25.75</b>	<b>27.56</b>	<b>29.49</b>	<b>31.56</b>	<b>33.14</b>	<b>34.30</b>
Techonology Application Specialist II	582*	26.53	28.39	30.38	32.51	34.14	35.33
	583*	27.33	29.25	31.30	33.49	35.17	36.39
	584*	28.15	30.13	32.24	34.50	36.23	37.49
	585*	29.00	31.04	33.21	35.54	37.32	38.62
<b>Construction Technician II</b>	<b>601</b>	<b>\$27.82</b>	<b>29.77</b>	<b>31.86</b>	<b>34.10</b>	<b>35.81</b>	<b>37.07</b>
Telecommunications Network Technician I	602*	28.66	30.67	32.82	35.13	36.89	38.19
Technology Application Specialist III	603*	29.52	31.60	33.81	36.19	38.00	39.34
	604*	30.41	32.55	34.83	37.28	39.14	40.53
	605*	31.33	33.53	35.88	38.40	40.32	41.75
<b>Planner III</b>	<b>611</b>	<b>\$28.83</b>	<b>30.85</b>	<b>33.01</b>	<b>35.33</b>	<b>37.10</b>	<b>38.40</b>
Telecommunications Network Technician II	612*	29.70	31.78	34.01	36.39	38.22	39.56
	613*	30.60	32.74	35.04	37.49	39.37	40.75
	614*	31.52	33.73	36.10	38.62	40.56	41.98
	615*	32.47	34.75	37.19	39.78	41.78	43.24
<b>Construction Technician III</b>	<b>621</b>	<b>\$29.85</b>	<b>31.94</b>	<b>34.18</b>	<b>36.58</b>	<b>38.41</b>	<b>39.76</b>
Senior Computer Technician	622*	30.75	32.90	35.21	37.68	39.57	40.96
Senior Technology Application Specialist	623*	31.68	33.89	36.27	38.82	40.76	42.19
	624*	32.64	34.91	37.36	39.99	41.99	43.46
	625*	33.62	35.96	38.49	41.19	43.25	44.77

**ELK GROVE UNIFIED SCHOOL DISTRICT  
 AMERICAN FEDERATION OF STATE, COUNTY MUNICIPAL EMPLOYEES  
 Salary Schedule #21  
 2018/19**

Classification	Training	STEP	STEP	STEP	STEP	STEP	STEP
	Classes (3%)*	1	2	3	4	5 & 6	7+
Construction Inspector/Technician	631	\$31.26	33.45	35.80	38.31	40.23	41.64
	632*	32.20	34.46	36.88	39.46	41.44	42.89
	633*	33.17	35.50	37.99	40.65	42.69	44.18
	634*	34.17	36.57	39.13	41.87	43.98	45.51
	635*	35.20	37.67	40.31	43.13	45.30	46.88

\*Advancement to training class levels is based upon units/hours earned after date of hire.

~ For newly hired employees, initial salary placement is based on prior years of related/parallel, full time, evaluated work experience within the last 7 years. This work experience must be verifiable. Initial salary placement may be contested only during the employee's probationary period.

**\*\* NIGHT SHIFT DIFFERENTIAL \*\* \$0.60 night shift differential per hour.**

Per AFSCME collective bargaining agreement language, employees working more than 50% of their hours after 3:00 pm will receive the differential.

**\*\*\*GRAVEYARD SHIFT DIFFERENTIAL \*\*\* \$1.20 graveyard shift differential per hour.**

Per AFSCME collective bargaining agreement language, employees working more than 50% of their hours after 1:00 am will receive the differential.

**LONGEVITY BONUS AT COMPLETION OF:**

7th year	\$578	19th year	\$1,723
10th year	\$874	22nd year	\$2,032
13th year	\$1,134	25th year	\$2,335
16th year	\$1,428		

**SUBSTITUTE EMPLOYEES:**

- All classified substitutes shall be paid at step 1 of the classification in which they substitute.
- All EGUSD retirees, when substituting in the classification from which they left the District, shall be paid at the step they were on when they retired. They will be paid at step 1 while substituting in other classifications.
- All classified substitutes will be paid according to the above policy unless otherwise approved by the Director for Classified Personnel.

- The pay period is from the 16th of the month to the 15th of the following month. Payroll will mail your check to your mailing address on or before the 10th or 17th of the following month.

Effective 07/01/18: 2.70% added to the 2017/18 salary schedule and 0.7115% added to step 7.