

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

Name of School District: ELK GROVE UNIFIED SCHOOL DISTRICT

Name of Bargaining Unit: Elk Grove Team for Education/Administrative Management & Support (EGTEAMS)

Certificated, Classified, Other: CERTIFICATED & CLASSIFIED MANAGEMENT

The proposed agreement covers the period beginning: JULY 1, 2020 **and ending:** JUNE 30, 2021

(date)

(date)

The Governing Board will act upon the agreement on: MARCH 23, 2021

(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 2020-21	FY 2020-21	FY 2021-22	FY 2022-23
1	Salary Schedule (This is to include Step and Columns, which is also reported separately in Item 6)	\$52,086,091.00	\$520,861.00	\$0.00	\$0.00
			1.00%	0.00%	0.00%
2	Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$0.00	\$0.00		
			#DIV/0!	#DIV/0!	#DIV/0!
	Description of other compensation:	\$0.00		0	0
3	Statutory Benefits - STRS, PERS, FICA WE, UI, Medicare, etc.	\$13,223,710.00	\$37,672.00		
			0.28%	0.00%	0.00%
4	Health/Welfare Plans	\$7,686,373.00			
5	Total Compensation - Add Items 1 through 4 to equal 5	\$72,996,174.00	\$558,533.00	\$0.00	\$0.00
			0.77%	0.00%	0.00%
6	Step and Column - Due to movement plus any changes due to settlement. This is a subset of Item No. 1	\$1,039,643.00			
7	Total Number of Represented Employees (Use FTEs if appropriate)	549.8609			
8	Total Compensation <u>Average</u> Cost per Employee	\$132,753.89	1,015.77	0.00	0.00
			0.77%	0.00%	0.00%

- 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"?**

This agreement is for a one-time off-schedule payment therefore there is no impact to future years.

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

No.

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

Due to the pandemic, extraordinary work conditions have ensued, as such EGTEAMS has adapted to and will be participating in additional duties and practices for the 2020-2021 school year.

- 12 . Does this bargaining unit have a negotiated cap for Health & Welfare**

Yes ☒ | No ☐

If yes, please describe the cap amount.

All bargaining unit members pay 20% toward the district low cost plan and can buy up to other offered plans with the option to receive a 5% rebate of district's low cost plan upon completion of a wellness appointment.

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

N/A

- 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.)**

The agreement includes the best options for both students and staff to allow everyone to return to school in a safe manner as we navigate the variables related to the pandemic.

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

As conditions change it is agreed both parties will reconvene to negotiate the impact(s).

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 will not create deficit spending in the current year and it is planned on using existing reserves for the one-time payment.

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

None.

**G. Source of Funding for Proposed
1. Current Year**

The one-time payment will be funded from undesignated unrestricted general fund 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 allow the district to afford this contract)?

This agreement expires 6/30/2021 and only includes a one-time off-schedule payment therefore there is not an impact to future years.

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.)

This is not a multi-year agreement and will expire 6/30/2021.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Unrestricted General Fund
Elk Grove Team for Education/Administrative Management &
Enter Bargaining Unit: Support (EGTEAMS)

	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 12/15/2020)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$589,949,459			\$589,949,459
Remaining Revenues (8100-8799)	\$15,141,329			\$15,141,329
TOTAL REVENUES	\$605,090,788	\$0	\$0	\$605,090,788
EXPENDITURES				
Certificated Salaries (1000-1999)	\$255,347,883	\$0		\$255,347,883
Classified Salaries (2000-2999)	\$64,430,150			\$64,430,150
Employee Benefits (3000-3999)	\$132,333,402			\$132,333,402
Books and Supplies (4000-4999)	\$22,356,037			\$22,356,037
Services, Other Operating Expenses (5000-5999)	\$30,003,461			\$30,003,461
Capital Outlay (6000-6999)	\$1,703,686			\$1,703,686
Other Outgo (7100-7299) (7400-7499)	\$1,618,889			\$1,618,889
Direct Support/Indirect Cost (7300-7399)	-\$9,373,790			-\$9,373,790
Other Adjustments				\$0
TOTAL EXPENDITURES	\$498,419,718	\$0	\$0	\$498,419,718
OPERATING SURPLUS (DEFICIT)	\$106,671,070	\$0	\$0	\$106,671,070
TRANSFERS IN & OTHER SOURCES (8910-8979)				\$0
TRANSFERS OUT & OTHER USES (7610-7699)	-\$229,770			-\$229,770
CONTRIBUTIONS (8980-8999)	-\$107,466,953			-\$107,466,953
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	-\$1,025,653	\$0	\$0	-\$1,025,653
BEGINNING BALANCE	\$90,572,575			\$90,572,575
Prior-Year Adjustments/Restatements (9793/9795)				\$0
CURRENT-YEAR ENDING BALANCE	\$89,546,922	\$0	\$0	\$89,546,922
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$726,940			\$726,940
Reserved for Economic Uncertainties (9789)	\$16,200,000			\$16,200,000
Designated Amounts (9775-9780)	\$3,732,378			\$3,732,378
Unappropriated Amounts (9790)	\$68,887,604	\$0	\$0	\$68,887,604

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Restricted General Fund
Elk Grove Team for Education/Administrative Management &
Enter Bargaining Unit: Support (EGTEAMS)

	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 12/15/2020)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$2,165,634			\$2,165,634
Remaining Revenues (8100-8799)	\$187,380,495			\$187,380,495
TOTAL REVENUES	\$189,546,129	\$0	\$0	\$189,546,129
EXPENDITURES				
Certificated Salaries (1000-1999)	\$63,042,343			\$63,042,343
Classified Salaries (2000-2999)	\$44,392,288			\$44,392,288
Employee Benefits (3000-3999)	\$81,543,353			\$81,543,353
Books and Supplies (4000-4999)	\$60,573,553			\$60,573,553
Services, Other Operating Expenses (5000-5999)	\$32,031,332			\$32,031,332
Capital Outlay (6000-6999)	\$15,003,175			\$15,003,175
Other Outgo (7100-7299) (7400-7499)	\$2,601,113			\$2,601,113
Direct Support/Indirect Cost (7300-7399)	\$7,806,660			\$7,806,660
Other Adjustments				\$0
TOTAL EXPENDITURES	\$306,993,817	\$0	\$0	\$306,993,817
OPERATING SURPLUS (DEFICIT)	-\$117,447,688	\$0	\$0	-\$117,447,688
TRANSFERS IN & OTHER SOURCES (8910-8979)				\$0
TRANSFERS OUT & OTHER USES (7610-7699)				\$0
CONTRIBUTIONS (8980-8999)	\$107,466,953			\$107,466,953
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	-\$9,980,735	\$0	\$0	-\$9,980,735
BEGINNING BALANCE	\$43,505,766			\$43,505,766
Prior-Year Adjustments/Restatements (9793/9795)				\$0
CURRENT-YEAR ENDING BALANCE	\$33,525,031	\$0	\$0	\$33,525,031
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$33,525,031			\$33,525,031
Reserved for Economic Uncertainties (9789)				\$0
Designated Amounts (9775-9780)				\$0
Unappropriated Amounts (9790)	\$0	\$0	\$0	\$0

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Combined General Fund
Elk Grove Team for Education/Administrative Management &
Enter Bargaining Unit: Support (EGTEAMS)

	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 12/15/2020)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$592,115,093	\$0	\$0	\$592,115,093
Remaining Revenues (8100-8799)	\$202,521,824	\$0	\$0	\$202,521,824
TOTAL REVENUES	\$794,636,917	\$0	\$0	\$794,636,917
EXPENDITURES				
Certificated Salaries (1000-1999)	\$318,390,226	\$0	\$0	\$318,390,226
Classified Salaries (2000-2999)	\$108,822,438	\$0	\$0	\$108,822,438
Employee Benefits (3000-3999)	\$213,876,755	\$0	\$0	\$213,876,755
Books and Supplies (4000-4999)	\$82,929,590	\$0	\$0	\$82,929,590
Services, Other Operating Expenses (5000-5999)	\$62,034,793	\$0	\$0	\$62,034,793
Capital Outlay (6000-6999)	\$16,706,861	\$0	\$0	\$16,706,861
Other Outgo (7100-7299) (7400-7499)	\$4,220,002	\$0	\$0	\$4,220,002
Direct Support/Indirect Cost (7300-7399)	-\$1,567,130	\$0	\$0	-\$1,567,130
Other Adjustments	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$805,413,535	\$0	\$0	\$805,413,535
OPERATING SURPLUS (DEFICIT)	-\$10,776,618	\$0	\$0	-\$10,776,618
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$0	\$0	\$0	\$0
TRANSFERS OUT & OTHER USES (7610-7699)	-\$229,770	\$0	\$0	-\$229,770
CONTRIBUTIONS (8980-8999)	\$0	\$0	\$0	\$0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	-\$11,006,388	\$0	\$0	-\$11,006,388
BEGINNING BALANCE	\$134,078,341			\$134,078,341
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
CURRENT-YEAR ENDING BALANCE	\$123,071,953	\$0	\$0	\$123,071,953
COMPONENTS OF ENDING BALANCE:	\$0			
Reserved Amounts (9711-9740)	\$34,251,971	\$0	\$0	\$34,251,971
Reserved for Economic Uncertainties (9789)	\$16,200,000	\$0	\$0	\$16,200,000
Designated Amounts (9775-9780)	\$3,732,378	\$0	\$0	\$3,732,378
Unappropriated Amounts - Unrestricted (9790)	\$68,887,604	\$0	\$0	\$68,887,604
Unappropriated Amounts - Restricted (9790)	\$0	\$0	\$0	\$0
Reserve for Economic Uncertainties Percentage	2.0%			2.0%

I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Unrestricted General Fund
Elk Grove Team for Education/Administrative Management &
Enter Bargaining Unit: Support (EGTEAMS)

	2020-21	2021-22	2022-23
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
Revenue Limit Sources (8010-8099)	\$589,949,459	\$589,215,688	\$589,216,212
Remaining Revenues (8100-8799)	\$15,141,329	\$15,030,164	\$15,030,164
TOTAL REVENUES	\$605,090,788	\$604,245,852	\$604,246,376
EXPENDITURES			
Certificated Salaries (1000-1999)	\$255,347,883	\$254,437,482	\$255,580,586
Classified Salaries (2000-2999)	\$64,430,150	\$62,238,010	\$62,356,231
Employee Benefits (3000-3999)	\$132,333,402	\$135,993,005	\$147,963,288
Books and Supplies (4000-4999)	\$22,356,037	\$18,098,616	\$18,317,166
Services, Other Operating Expenses (5000-5999)	\$30,003,461	\$29,451,350	\$29,790,841
Capital Outlay (6000-6999)	\$1,703,686	\$0	\$0
Other Outgo (7100-7299) (7400-7499)	\$1,618,889	\$1,618,889	\$1,618,889
Direct Support/Indirect Cost (7300-7399)	-\$9,373,790	-\$9,234,128	-\$9,423,848
Other Adjustments	\$0	\$0	\$0
TOTAL EXPENDITURES	\$498,419,718	\$492,603,224	\$506,203,153
OPERATING SURPLUS (DEFICIT)	\$106,671,070	\$111,642,628	\$98,043,223
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$0	\$0	\$0
TRANSFERS OUT & OTHER USES (7610-7699)	-\$229,770	-\$229,770	-\$229,770
CONTRIBUTIONS (8980-8999)	-\$107,466,953	-\$112,504,323	-\$116,772,348
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	-\$1,025,653	-\$1,091,465	-\$18,958,895
BEGINNING BALANCE	\$90,572,575	\$89,546,922	\$88,455,457
CURRENT-YEAR ENDING BALANCE	\$89,546,922	\$88,455,457	\$69,496,562
COMPONENTS OF ENDING BALANCE:			
Reserved Amounts (9711-9740)	\$726,940	\$726,940	\$726,940
Reserved for Economic Uncertainties - Unrestricted (9770)	\$16,200,000	\$16,000,000	\$16,500,000
Reserved for Economic Uncertainties - Restricted (9770)	\$0	\$0	\$0
Board Designated Amounts (9775-9780)	\$3,732,378	\$3,732,378	\$3,732,378
Unappropriated Amounts - Unrestricted (9790)	\$68,887,604	\$67,996,139	\$48,537,244
Unappropriated Amounts - Restricted (9790)	\$0	\$0	\$0

I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Restricted General Fund
Elk Grove Team for Education/Administrative Management &
Enter Bargaining Unit: Support (EGTEAMS)

	2020-21	2021-22	2022-23
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
Revenue Limit Sources (8010-8099)	\$2,165,634	\$2,236,234	\$2,298,849
Remaining Revenues (8100-8799)	\$187,380,495	\$190,084,227	\$192,475,412
TOTAL REVENUES	\$189,546,129	\$192,320,461	\$194,774,261
EXPENDITURES			
Certificated Salaries (1000-1999)	\$63,042,343	\$64,903,672	\$66,847,490
Classified Salaries (2000-2999)	\$44,392,288	\$44,775,654	\$45,159,782
Employee Benefits (3000-3999)	\$81,543,353	\$84,897,755	\$87,310,096
Books and Supplies (4000-4999)	\$60,573,553	\$60,573,553	\$60,573,553
Services, Other Operating Expenses (5000-5999)	\$32,031,332	\$32,308,356	\$32,595,076
Capital Outlay (6000-6999)	\$15,003,175	\$8,868,385	\$8,868,385
Other Outgo (7100-7299) (7400-7499)	\$2,601,113	\$2,601,113	\$2,601,113
Direct Support/Indirect Cost (7300-7399)	\$7,806,660	\$7,666,998	\$7,856,718
Other Adjustments	\$0	\$0	\$0
TOTAL EXPENDITURES	\$306,993,817	\$306,595,486	\$311,812,213
OPERATING SURPLUS (DEFICIT)	-\$117,447,688	-\$114,275,025	-\$117,037,952
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$0	\$0	\$0
TRANSFERS OUT & OTHER USES (7610-7699)	\$0	\$0	\$0
CONTRIBUTIONS (8980-8999)	\$107,466,953	\$112,504,323	\$116,772,348
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	-\$9,980,735	-\$1,770,702	-\$265,604
BEGINNING BALANCE	\$43,505,766	\$33,525,031	\$31,754,329
CURRENT-YEAR ENDING BALANCE	\$33,525,031	\$31,754,329	\$31,488,725
COMPONENTS OF ENDING BALANCE:			
Reserved Amounts (9711-9740)	\$33,525,031	\$31,754,329	\$31,488,725
Reserved for Economic Uncertainties - Unrestricted (9789)	\$0	\$0	\$0
Reserved for Economic Uncertainties - Restricted (9789)	\$0	\$0	\$0
Board Designated Amounts (9775-9780)	\$0	\$0	\$0
Unappropriated Amounts - Unrestricted (9790)	\$0	\$0	\$0
Unappropriated Amounts - Restricted (9790)	\$0	\$0	\$0

I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Combined General Fund
Elk Grove Team for Education/Administrative Management
Enter Bargaining Unit: & Support (EGTEAMS)

	2020-21	2021-22	2022-23
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
Revenue Limit Sources (8010-8099)	\$592,115,093	\$591,451,922	\$591,515,061
Remaining Revenues (8100-8799)	\$202,521,824	\$139,429,066	\$141,324,367
TOTAL REVENUES	\$794,636,917	\$730,880,988	\$732,839,428
EXPENDITURES			
Certificated Salaries (1000-1999)	\$318,390,226	\$318,904,517	\$322,022,776
Classified Salaries (2000-2999)	\$108,822,438	\$104,564,931	\$105,064,674
Employee Benefits (3000-3999)	\$213,876,755	\$218,771,914	\$232,857,106
Books and Supplies (4000-4999)	\$82,929,590	\$32,244,724	\$32,463,274
Services, Other Operating Expenses (5000-5999)	\$62,034,793	\$53,772,450	\$54,398,453
Capital Outlay (6000-6999)	\$16,706,861	\$0	\$0
Other Outgo (7100-7299) (7400-7499)	\$4,220,002	\$4,220,002	\$4,220,002
Direct Support/Indirect Cost (7300-7399)	-\$1,567,130	-\$1,476,830	-\$1,476,830
Other Adjustments	\$0	\$0	\$0
TOTAL EXPENDITURES	\$805,413,535	\$731,001,708	\$749,549,455
OPERATING SURPLUS (DEFICIT)	-\$10,776,618	-\$120,720	-\$16,710,027
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$0	\$0	\$0
TRANSFERS OUT & OTHER USES (7610-7699)	-\$229,770	-\$229,770	-\$229,770
CONTRIBUTIONS (8980-8999)	\$0		
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	-\$11,006,388	-\$350,490	-\$16,939,797
BEGINNING BALANCE	\$134,078,341	\$123,071,953	\$122,721,463
CURRENT-YEAR ENDING BALANCE	\$123,071,953	\$122,721,463	\$105,781,666
COMPONENTS OF ENDING BALANCE:			
Reserved Amounts (9711-9740)	\$34,251,971	\$28,725,247	\$31,342,989
Reserved for Economic Uncertainties - Unrestricted (9789)	\$16,200,000	\$14,800,000	\$15,100,000
Reserved for Economic Uncertainties - Restricted (9770)	\$0	\$0	\$0
Board Designated Amounts (9775-9780)	\$0	\$0	\$0
Unappropriated Amounts - Unrestricted (9790)	\$72,619,982	\$79,196,216	\$59,338,677
Unappropriated Amounts - Restricted (9790)	\$0	\$0	\$0

J. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES**1. State Reserve Standard**

		2020-21	2021-22	2022-23
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$805,183,765	\$730,771,938	\$749,319,685
b.	State Standard Minimum Reserve Percentage for this District 2%:	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	\$16,103,675	\$14,615,439	\$14,986,394

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

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$16,200,000	\$14,800,000	\$15,100,000
b.	General Fund Budgeted Unrestricted Unappropriated Amount (9790)	\$72,619,982	\$79,196,216	\$59,338,677
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9789)	\$0	\$0	\$0
d.	Special Reserve Fund (Fund 17) Budgeted Unappropriate Amount (9790)	\$0	\$0	\$0
g.	Total Available Reserves	\$88,819,982	\$93,996,216	\$74,438,677
h.	Reserve for Economic Uncertainties Percentage	11.0%	12.9%	9.9%

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

FY	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
FY	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
FY	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: The 1% off-schedule one-time payment to employee groups was included in the revised budget approved by our Board of Education December 15, 2020.

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

K. SALARY NOTIFICATION REQUIREMENT

The following section is applicable and should be completed when any Salary/Benefit Negotiations are settled after the district's final budget has been adopted.

COMPARISON OF PROPOSED AGREEMENT TO CHANGE IN DISTRICT LCFF

(a) Current-Year LCFF per ADA:	\$ <u>9720.02</u> (Estimated)
(b) Prior-Year LCFF per ADA:	\$ <u>9728.25</u> (Actual)
(c) Amount of Current-Year Increase: (a) minus (b)	\$ <u>-8.23</u>
(d) Percentage Increase in BRL per ADA: (c) divided by (b)	-0.08% %
(e) Deficit:	<u>0</u> %
(f) Percentage Increase in LCFF after deficit:	<u>0</u> %
(g) Total Compensation Percentage Increase from Section A, Line 5, Page 1 for current year (Year 1)	0.77%

L. 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 Business 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 Elk Grove Team for Education/Administrative Management & Support (EGTEAMS) meet & conference unit, during the term of the agreement from July 1, 2020 to June 30, 2021.

The budget revisions necessary to meet the costs of the agreement is each year of its term 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>0</u>
<u>Ending Balance Increase (Decrease)</u>	<u>0</u>

 X (No budget revisions necessary)

District Superintendent
(Signature)

Date

Chief Business Officer
(Signature)

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)

Date

Shannon Hayes
Contact Person

916-686-7744
Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on March 23, 2021, took action to approve the proposed Agreement with the Elk Grove Team for Education/Administrative Management & Support (EGTEAMS).

President (or Clerk), Governing Board
(Signature)

Date

Meet and Confer Summary
Elk Grove Unified School District
and
EGTEAMS Meet and Confer Employee Groups

February 5, 2021

2020-2021 Response to COVID-19

Elk Grove Unified School District (District) and EGTEAMS (Site and District Administration, Classified Managers, Classified Administrative Support Staff, and other unrepresented District Employees) have considered their mutual interests and have met to complete the meet and confer process concerning the 2020-2021 school year.

All of the terms included in this meet and confer summary are contingent upon final approval by the Sacramento County Office of Education and the District Board of Education.

1. Compensation.

The Parties acknowledge that the 2019-2020 school year did not include a compensation enhancement due to the uncertainty of the State budget and the global pandemic. The Parties also acknowledge that due to the pandemic, extraordinary work conditions have ensued, as such EGTEAMS has adapted to and will be participating in additional duties and practices for the 2020-2021 school year.

As such, the District will make a one-time, one percent (1%) off of the salary schedule payment to EGTEAMS' members, based upon the member's actual 2020-2021 base salary. In order to be eligible for this one-time payment, EGTEAMS' members must be in paid status and in position control as of November 1, 2020 and this payment shall not apply to those who are in unpaid status.

2. Leaves.

a. Use of Leaves. EGTEAMS' members who are unable to meet the expectations regarding the performance of their duties and availability during work hours shall use any sick leave or personal necessity leave entitlement.

The parties agree that District leave policies will remain in full effect for the duration of the pandemic. Eligible EGTEAMS' members will also be entitled to any new COVID-19 Federal and/or State leave benefits.

b. Federal Families First Coronavirus Response Act (FFCRA). At the time of execution of this agreement, the FFCRA has expired. If the FFCRA is renewed or extended in accordance with law, this section shall apply, but shall be modified consistent with any

new legal requirements. The Parties acknowledge that subject to subsequent legislation, the FFCRA includes several qualifying reasons for Leave as outlined in Attachment “D” regarding FFCRA.

Under the FFCRA, the Federal Department of Labor has stated that certain employees qualify for paid sick time, at different levels of pay depending on the reasons for the COVID-19 leave, if the employee is unable to work (or unable to telework, if applicable) due to a medical diagnosis for the need for COVID-19 leave and:

- i. Is subject to a Federal, State, or local quarantine or isolation order related to COVID-19*;
- ii. Has been advised by a health care provider to self-quarantine related to COVID-19*;
- iii. Is experiencing COVID-19 symptoms and is seeking a medical diagnosis; is caring for an individual subject to an order described in (i.) or self-quarantine as described in (ii.) above;
- iv. Is caring for a child whose school or place of care is closed (or childcare provider is unavailable) for reasons related to COVID-19; or
- v. Is experiencing any other substantially similar condition specified by the Secretary of Health and Human Services, in consultation with the Secretaries of Labor and Treasury.

[Note 1: The FFCRA qualifying reasons included in sections (i.) through and including (iv.) above do not include general Shelter in Place or Shelter at Home State and County orders that exempt essential service workers including K-12 employees from such orders. For example, a State or County Shelter at Home order alone is not sufficient for eligibility for FFCRA leave. However, an individual EGTEAMS’ member who is placed on quarantine or specifically ordered to self-isolate by their healthcare provider because of their personal COVID-19 diagnosis, exposure, or medical vulnerability may qualify for FFCRA leave with medical verification.]

[*Note: For sections 2(b) (i) and 2(b) (ii) above, the parties agree that a physician’s or County public health official’s documentation is required.]

c. Positive Test. If a District employee, who has worked in person on a District site tests positive for COVID-19, as certified in writing by a licensed health care provider or by a public health official, and if such diagnosis is shared with the District, the District will notify any District employee who may have been in contact with that person. In addition, the District will comply with State and County Public Health orders.

d. Coordination of Leave with FFCRA. If eligible for FFCRA leave, EGTEAMS' members may choose to supplement the two-thirds (2/3) pay provisions included in FFCRA with their own sick leave in order to make their pay whole.

e. Additional COVID-Related Leave. Effective January 1, 2021, the following "Additional COVID-Related Leave" shall apply.

EGTEAMS' members shall comply with all of the safety mitigation orders from State and County Public Health regarding COVID-19. In addition, EGTEAMS' members shall comply with the attached COVID-19 District Safety and Mitigation Guidelines.

EGTEAMS' members shall be provided with up to 10 days of additional leave consistent with the criteria i, ii, and iii listed in Section 2(b) of this MOU, Federal Families First Coronavirus Response Act (FFCRA).

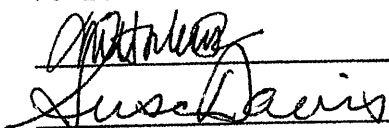
Eligibility for this leave will be based on the following and granted at the discretion of the Human Resources division:

- a. EGTEAMS' member cooperates with and complies with contact tracing; and
- b. EGTEAMS' member agrees to get tested for COVID-19 at no cost to the EGTEAMS' member either through medical insurance or County Public Health and provides evidence of testing; and
- c. EGTEAMS' member will exhaust leave provided by the FFCRA if available.
This Additional COVID-Related Leave can be accessed prior to use of sick leave.

3. Effective Date.

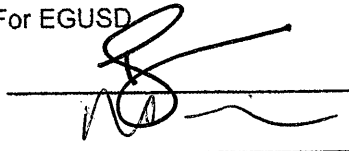
Unless otherwise extended, this meet and confer summary shall expire on June 30, 2021.

For EGTEAMS



Dated: 2/5/2021

For EGUSD



Dated: 2/9/21