

2021-2022 INITIAL PROPOSALS
FROM
ELK GROVE UNIFIED SCHOOL DISTRICT
TO
PSYCHOLOGISTS' AND SOCIAL WORKERS' ASSOCIATION

The District has an interest in continuing to use the Interest Based Bargaining model for collective bargaining.

The District has an interest in addressing any impacts on working conditions for Psychologists' and Social Workers Association (PSWA) unit members associated with the full return to full in-person instruction for the 2021-2022 school year.

The Local Control Funding Formula (LCFF) and Local Control Accountability Plan (LCAP) and its implementation continue to implicate the interests and principles that are addressed in this initial proposal. This includes the District's continued interest in establishing budget priorities that are consistent with LCFF requirements, LCAP regulations, the District's local priorities, and the District's mission to ensure student achievement. This initial proposal is also based upon the need to update certain provisions of the collective bargaining agreement to be current with California law and other legal mandates.

The District has an interest in meeting the statutory requirements of a fiscally solvent multi-year budget based upon the following:

- The budget will maintain a positive certification;
- Negotiated Agreements will address total compensation, including:
 - Annual step and column raises,
 - Cost of STRS and CalPERS employer contribution increases,
 - Annual District payments to the independent employee retirement trust (EGBERT), and
 - Annual Employer cost of 80% to 85% of medical premium costs, and Dental, Vision, and Life Insurance premiums;
- The budget will fund the rising cost of operations (fuel, utilities, textbooks, supplies and materials, instructional and business operations, technology); and
- Alignment with LCFF State requirements, LCAP regulations, and local priorities.

The District also has an interest in negotiating the following topics:

1. 2021-2022 School Year

The District has an interest addressing any impacts or effects on working conditions for PSWA members pertaining to the full return to full in-person instruction for the 2021-2022 school year.

2. Total Compensation - Salary and Benefits

The District wishes to maintain a total compensation package that is commensurate to that of comparable local districts while maintaining the fiscal stability of the District and is in alignment with State requirements, State regulations and local priorities. The District recognizes the cost of health and welfare benefits as an integral part of the total compensation package to be considered in conjunction with salary, as well as increases to CalSTRS and CalPERS employer contributions. The District has an interest in exploring a total compensation formula model. The District has an interest in ensuring that health and welfare benefits and related provisions, are consistent with the current implementation of federal health care law and in compliance with changes to the legal mandates as they arise.

3. Working Conditions (Article 7)

The District has an interest in reviewing this article to clarify existing language based on a trend of questions over the past several years related to working conditions.

4. Updates

The District has an interest in modifying and updating contract language to be consistent with new and current law and incorporating “clean up” language as appropriate.

5. Duration (Article 21)

The District has an interest in a multi-year agreement, updating the duration of the Agreement provisions, and clarifying reopener provisions.