

# 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: **PSYCHOLOGIST AND SOCIAL WORKERS ASSOCIATION (PSWA)**

Certificated, Classified, Other: **CERTIFICATED - NON MANAGEMENT**

The proposed agreement covers the period beginning: **JULY 1, 2020** and ending: **JUNE 30, 2022**

(date)

(date)

The Governing Board will act upon the agreement on: **DECEMBER 14, 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		Fiscal Impact of Proposed Agreement			
		Annual	Year 1	Year 2	Year 3
		Cost Prior to	Increase (Decrease)	Increase (Decrease)	Increase (Decrease)
		Proposed Agreement			
		FY 2021-22	FY 2021-22	FY 2022-23	FY 2023-24
1	Salary Schedule (This is to include Step and Columns, which is also reported separately in Item 6)	\$8,050,761.42	\$325,250.76	\$325,250.76	\$325,250.76
			4.04%	3.88%	3.74%
2	Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$382,170.58	\$11,390.15	\$11,390.15	\$11,390.15
			2.98%	2.89%	2.81%
	Description of other compensation: One-time off scheduled 2%	\$0.00	\$167,520.24	\$0.00	\$0.00
3	Statutory Benefits - STRS, PERS, FICA WE, UI, Medicare, etc.	\$8,133,386.70	\$109,000.00	\$72,782.00	\$72,782.00
			1.34%	0.88%	0.88%
4	Health/Welfare Plans	\$1,289,835.78	\$0.00	\$0.00	\$0.00
5	Total Compensation - Add Items 1 through 4 to equal 5	\$17,856,154.48	\$613,161.16	\$409,422.92	\$409,422.92
			3.43%	2.22%	2.17%
6	Step and Column - Due to movement plus any changes due to settlement. This is a subset of Item No. 1	\$118,976.77	\$0.00	\$0.00	\$0.00
7	Total Number of Represented Employees (Use FTEs if appropriate)	91.1238	91.1238	91.1238	91.1238
8	Total Compensation <u>Average</u> Cost per Employee	\$195,954.89	6,728.88	4,493.04	4,493.04
			3.43%	2.22%	2.17%

**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"?**

- A. Effective retroactive to July 1, 2020, two percent (2%) shall be added to the 2019-2020 PSWA salary schedules.
- B. Effective July 1, 2021, two percent (2%) shall be added to the new 2020-2021 PSWA salary schedules.
- C. Based upon the new 2021-2022 salary schedule, unit members shall receive a one-time off-of-the schedule payment of percent (2%).
- D. Per diem pay for full day participation in professional development (4 days) over two 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.)**

N/A

**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.)**

The agreement further defines who qualifies for bereavement leave adding domestic partner, including the spouse's/domestic partner's children, parent, grandparents, grandchildren or siblings and gives 3 paid days for unit members who have experienced a miscarriage. Added paid pregnancy disability leave up to 20 work days.

**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.)**

N/A

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

The Parties agree for the 2022-2023 school year to reopen compensation and benefits. In addition for the 2022-2023 school year, each party may reopen two articles of the Parties' collective bargaining agreement.

**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 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 genral fund reserves. The ongoing 4% will be from state aide.

**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)?**

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.)**

This agreement expires 6/30/2022 and includes a one-time off-schedule payment which does not continue into the future. The ongoing 4% will be funded from onging state aid.

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

**Unrestricted General Fund  
Enter Bargaining Unit: PSYCH AND SOCIAL WORK ASSOC (PSWA)**

	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 7/1/2020)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$615,301,718			\$615,301,718
Remaining Revenues (8100-8799)	\$14,641,304			\$14,641,304
<b>TOTAL REVENUES</b>	<b>\$629,943,022</b>	<b>\$0</b>	<b>\$0</b>	<b>\$629,943,022</b>
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$260,809,569	\$204,034	\$18,770,245	\$279,783,848
Classified Salaries (2000-2999)	\$64,063,483			\$64,063,483
Employee Benefits (3000-3999)	\$138,500,406	\$44,112	\$4,245,830	\$142,790,348
Books and Supplies (4000-4999)	\$21,330,427			\$21,330,427
Services, Other Operating Expenses (5000-5999)	\$29,421,083			\$29,421,083
Capital Outlay (6000-6999)	\$467,213			\$467,213
Other Outgo (7100-7299) (7400-7499)	\$1,618,889			\$1,618,889
Direct Support/Indirect Cost (7300-7399)	-\$12,484,411			-\$12,484,411
Other Adjustments				\$0
<b>TOTAL EXPENDITURES</b>	<b>\$503,726,659</b>	<b>\$248,146</b>	<b>\$23,016,075</b>	<b>\$526,990,880</b>
<b>OPERATING SURPLUS (DEFICIT)</b>	<b>\$126,216,363</b>	<b>-\$248,146</b>	<b>-\$23,016,075</b>	<b>\$102,952,142</b>
<b>TRANSFERS IN &amp; OTHER SOURCES (8910-8979)</b>				<b>\$0</b>
<b>TRANSFERS OUT &amp; OTHER USES (7610-7699)</b>	<b>-\$240,711</b>			<b>-\$240,711</b>
<b>CONTRIBUTIONS (8980-8999)</b>	<b>-\$110,475,417</b>	<b>-\$288,162</b>	<b>-\$2,110,532</b>	<b>-\$112,874,111</b>
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	<b>\$15,500,235</b>	<b>-\$536,308</b>	<b>-\$25,126,607</b>	<b>-\$10,162,680</b>
<b>BEGINNING BALANCE</b>	<b>\$101,042,859</b>			<b>\$101,042,859</b>
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
<b>CURRENT-YEAR ENDING BALANCE</b>	<b>\$116,543,094</b>	<b>-\$536,308</b>	<b>-\$25,126,607</b>	<b>\$90,880,179</b>
<b>COMPONENTS OF ENDING BALANCE:</b>				
Reserved Amounts (9711-9740)	\$1,021,329			\$1,021,329
Reserved for Economic Uncertainties (9789)	\$15,000,000		\$750,000	\$15,750,000
Designated Amounts (9775-9780)	\$11,641,026			\$11,641,026
Unappropriated Amounts (9790)	\$88,880,739	-\$536,308	-\$25,876,607	\$62,467,824

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

**Restricted General Fund**  
**Enter Bargaining Unit: PSYCH AND SOCIAL WORK ASSOC (PSWA)**

	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 7/1/2020)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$2,620,842			\$2,620,842
Remaining Revenues (8100-8799)	\$131,740,880			\$131,740,880
<b>TOTAL REVENUES</b>	<b>\$134,361,722</b>	<b>\$0</b>	<b>\$0</b>	<b>\$134,361,722</b>
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$63,927,511	\$296,266	\$1,973,174	\$66,196,951
Classified Salaries (2000-2999)	\$43,685,309			\$43,685,309
Employee Benefits (3000-3999)	\$83,408,789	\$64,053	\$446,332	\$83,919,174
Books and Supplies (4000-4999)	\$9,838,462		-\$381,130	\$9,457,332
Services, Other Operating Expenses (5000-5999)	\$26,951,789			\$26,951,789
Capital Outlay (6000-6999)	\$0			\$0
Other Outgo (7100-7299) (7400-7499)	\$3,001,113			\$3,001,113
Direct Support/Indirect Cost (7300-7399)	\$10,861,960			\$10,861,960
Other Adjustments				\$0
<b>TOTAL EXPENDITURES</b>	<b>\$241,674,933</b>	<b>\$360,318</b>	<b>\$2,038,376</b>	<b>\$244,073,627</b>
<b>OPERATING SURPLUS (DEFICIT)</b>	<b>-\$107,313,211</b>	<b>-\$360,318</b>	<b>-\$2,038,376</b>	<b>-\$109,711,905</b>
<b>TRANSFERS IN &amp; OTHER SOURCES (8910-8979)</b>				<b>\$0</b>
<b>TRANSFERS OUT &amp; OTHER USES (7610-7699)</b>				<b>\$0</b>
<b>CONTRIBUTIONS (8980-8999)</b>	<b>\$110,475,417</b>	<b>\$288,162</b>	<b>\$2,110,532</b>	<b>\$112,874,111</b>
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	<b>\$3,162,206</b>	<b>-\$72,156</b>	<b>\$72,156</b>	<b>\$3,162,206</b>
<b>BEGINNING BALANCE</b>	<b>\$128,359,075</b>			<b>\$128,359,075</b>
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
<b>CURRENT-YEAR ENDING BALANCE</b>	<b>\$131,521,281</b>	<b>-\$72,156</b>	<b>\$72,156</b>	<b>\$131,521,281</b>
<b>COMPONENTS OF ENDING BALANCE:</b>				
Reserved Amounts (9711-9740)	\$131,521,281			\$131,521,281
Reserved for Economic Uncertainties (9789)				\$0
Designated Amounts (9775-9780)				\$0
Unappropriated Amounts (9790)	\$0	-\$72,156	\$72,156	\$0

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

**Combined General Fund  
Enter Bargaining Unit: PSYCH AND SOCIAL WORK ASSOC (PSWA)**

	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 7/1/2021)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$617,922,560	\$0	\$0	\$617,922,560
Remaining Revenues (8100-8799)	\$146,382,184	\$0	\$0	\$146,382,184
<b>TOTAL REVENUES</b>	<b>\$764,304,744</b>	<b>\$0</b>	<b>\$0</b>	<b>\$764,304,744</b>
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$324,737,080	\$500,300	\$20,743,419	\$345,980,799
Classified Salaries (2000-2999)	\$107,748,792	\$0	\$0	\$107,748,792
Employee Benefits (3000-3999)	\$221,909,195	\$108,165	\$4,692,162	\$226,709,522
Books and Supplies (4000-4999)	\$31,168,889	\$0	-\$381,130	\$30,787,759
Services, Other Operating Expenses (5000-5999)	\$56,372,872	\$0	\$0	\$56,372,872
Capital Outlay (6000-6999)	\$467,213	\$0	\$0	\$467,213
Other Outgo (7100-7299) (7400-7499)	\$4,620,002	\$0	\$0	\$4,620,002
Direct Support/Indirect Cost (7300-7399)	-\$1,622,451	\$0	\$0	-\$1,622,451
Other Adjustments	\$0	\$0	\$0	\$0
<b>TOTAL EXPENDITURES</b>	<b>\$745,401,592</b>	<b>\$608,464</b>	<b>\$25,054,451</b>	<b>\$771,064,507</b>
<b>OPERATING SURPLUS (DEFICIT)</b>	<b>\$18,903,152</b>	<b>-\$608,464</b>	<b>-\$25,054,451</b>	<b>-\$6,759,763</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>-\$240,711</b>	<b>\$0</b>	<b>\$0</b>	<b>-\$240,711</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>\$18,662,441</b>	<b>-\$608,464</b>	<b>-\$25,054,451</b>	<b>-\$7,000,474</b>
<b>BEGINNING BALANCE</b>	<b>\$229,401,934</b>			<b>\$229,401,934</b>
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
<b>CURRENT-YEAR ENDING BALANCE</b>	<b>\$248,064,375</b>	<b>-\$608,464</b>	<b>-\$25,054,451</b>	<b>\$222,401,460</b>
<b>COMPONENTS OF ENDING BALANCE:</b>	<b>\$0</b>			
Reserved Amounts (9711-9740)	\$132,542,610	\$0	\$0	\$132,542,610
Reserved for Economic Uncertainties (9789)	\$15,000,000	\$0	\$750,000	\$15,750,000
Designated Amounts (9775-9780)	\$11,641,026	\$0	\$0	\$11,641,026
Unappropriated Amounts - Unrestricted (9790)	\$88,880,739	-\$608,464	-\$25,804,451	\$62,467,824
Unappropriated Amounts - Restricted (9790)	\$0	\$0	\$0	\$0
Reserve for Economic Uncertainties Percentage	2.0%			2.0%

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

**Child Development Fund (12)**  
**Enter Bargaining Unit: PSYCH AND SOCIAL WORK ASSOC (PSWA)**

	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 7/1/2021)	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)	\$6,857,236	\$0	\$0	\$6,857,236
<b>TOTAL REVENUES</b>	\$6,857,236	\$0	\$0	\$6,857,236
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$2,204,274	\$3,862	\$75,298	\$2,283,434
Classified Salaries (2000-2999)	\$1,310,302	\$0	\$0	\$1,310,302
Employee Benefits (3000-3999)	\$2,063,467	\$835	\$17,032	\$2,081,334
Books and Supplies (4000-4999)	\$962,401	\$0	-\$97,027	\$865,374
Services, Other Operating Expenses (5000-5999)	\$135,028	\$0	\$0	\$135,028
Capital Outlay (6000-6999)	\$0	\$0	\$0	\$0
Other Outgo (7100-7299) (7400-7499)	\$0	\$0	\$0	\$0
Direct Support/Indirect Cost (7300-7399)	\$422,475	\$0	\$0	\$422,475
Other Adjustments	\$0	\$0	\$0	\$0
<b>TOTAL EXPENDITURES</b>	\$7,097,947	\$4,696	-\$4,697	\$7,097,947
<b>OPERATING SURPLUS (DEFICIT)</b>	-\$240,711	-\$4,696	\$4,697	-\$240,711
<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>	\$240,711	\$0	\$0	\$240,711
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$0	-\$4,696	\$4,697	\$0
<b>BEGINNING BALANCE</b>	\$432,756			\$432,756
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
<b>CURRENT-YEAR ENDING BALANCE</b>	\$432,756	-\$4,696	\$4,697	\$432,756
<b>COMPONENTS OF ENDING BALANCE:</b>				
Reserved Amounts (9711-9740)	\$430,494			\$430,494
Reserved for Economic Uncertainties (9770)	\$0			\$0
Board Designated Amounts (9775-9780)	\$2,262			\$2,262
Unappropriated Amounts (9790)	\$0	-\$4,696	\$4,697	\$0
Reserve for Economic Uncertainties Percentage	\$0	\$0	\$0	\$0

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

**Combined General Fund**  
**Enter Bargaining Unit: PSYCH AND SOCIAL WORK ASSOC (PSWA)**

	2021-22	2022-23	2023-24
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
<b>REVENUES</b>			
Revenue Limit Sources (8010-8099)	\$617,922,560	\$633,248,206	\$658,319,721
Remaining Revenues (8100-8799)	\$146,382,184	\$144,278,415	\$146,819,731
<b>TOTAL REVENUES</b>	<b>\$764,304,744</b>	<b>\$777,526,621</b>	<b>\$805,139,452</b>
<b>EXPENDITURES</b>			
Certificated Salaries (1000-1999)	\$345,980,799	\$343,178,384	\$339,446,002
Classified Salaries (2000-2999)	\$107,748,792	\$108,251,407	\$108,755,026
Employee Benefits (3000-3999)	\$226,709,522	\$237,898,015	\$247,209,288
Books and Supplies (4000-4999)	\$30,787,759	\$31,006,309	\$31,006,309
Services, Other Operating Expenses (5000-5999)	\$56,372,872	\$56,691,265	\$57,307,572
Capital Outlay (6000-6999)	\$467,213	\$0	\$0
Other Outgo (7100-7299) (7400-7499)	\$4,620,002	\$4,620,002	\$4,620,002
Direct Support/Indirect Cost (7300-7399)	-\$1,622,451	-\$1,622,451	-\$1,622,451
Other Adjustments	\$0	\$0	\$0
<b>TOTAL EXPENDITURES</b>	<b>\$771,064,507</b>	<b>\$780,022,931</b>	<b>\$786,721,748</b>
<b>OPERATING SURPLUS (DEFICIT)</b>	<b>-\$6,759,763</b>	<b>-\$2,496,310</b>	<b>\$18,417,704</b>
<b>TRANSFERS IN &amp; OTHER SOURCES (8910-8979)</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>TRANSFERS OUT &amp; OTHER USES (7610-7699)</b>	<b>-\$240,711</b>	<b>-\$240,711</b>	<b>-\$240,711</b>
<b>CONTRIBUTIONS (8980-8999)</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	<b>-\$7,000,474</b>	<b>-\$2,737,021</b>	<b>\$18,176,993</b>
<b>BEGINNING BALANCE</b>	<b>\$229,401,934</b>	<b>\$222,401,460</b>	<b>\$219,664,439</b>
<b>CURRENT-YEAR ENDING BALANCE</b>	<b>\$222,401,460</b>	<b>\$219,664,439</b>	<b>\$237,841,431</b>
<b>COMPONENTS OF ENDING BALANCE:</b>			
Reserved Amounts (9711-9740)	\$132,542,610	\$134,959,539	\$137,503,048
Reserved for Economic Uncertainties - Unrestricted (9789)	\$15,750,000	\$16,000,000	\$16,000,000
Reserved for Economic Uncertainties - Restricted (9770)	\$0	\$0	\$0
Board Designated Amounts (9775-9780)	\$11,641,026	\$11,641,026	\$11,641,026
Unappropriated Amounts - Unrestricted (9790)	\$62,467,824	\$57,063,874	\$72,697,357
Unappropriated Amounts - Restricted (9790)	\$0	\$0	\$0

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

**1. State Reserve Standard**

		2021-22	2022-23	2023-24
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$770,823,796	\$779,782,220	\$786,481,037
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	\$15,416,476	\$15,595,644	\$15,729,621

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

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$15,750,000	\$16,000,000	\$16,000,000
b.	General Fund Budgeted Unrestricted Unappropriated Amount (9790)	\$62,467,824	\$57,063,874	\$72,697,357
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	\$78,217,824	\$73,063,874	\$88,697,357
h.	Reserve for Economic Uncertainties Percentage	10.1%	9.4%	11.3%

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

FY 2021-22	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
FY 2022-23	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
FY 2023-24	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: N/A**

**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>10,114.00</u> (Estimated)	
(b) Prior-Year LCFF per ADA:	\$ <u>9,630.00</u> (Actual)	
(c) Amount of Current-Year Increase: (a) minus (b)	\$ <u>484.00</u>	
(d) Percentage Increase in BRL per ADA: (c) divided by (b)	5.03%	%
(e) Deficit:	<u>0</u>	%
(f) Percentage Increase in LCFF after deficit:	<u>5.03%</u>	%
(g) Total Compensation Percentage Increase from Section A, Line 5, Page 1 for current year (Year 1)	3.43%	

**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 Psychologists and Social Workers Association (PSWA) Bargaining Unit, during the term of the agreement from July 1, 2021 through June 30, 2022.

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>(536,308)</u>

\_\_\_\_\_ (No budget revisions necessary)



\_\_\_\_\_  
District Superintendent  
(Signature)



\_\_\_\_\_  
Date



\_\_\_\_\_  
Chief Business Officer  
(Signature)



\_\_\_\_\_  
Date

Tentative Agreement  
Between  
Elk Grove Unified School District  
And  
Psychologists and Social Workers Association  
Regarding  
2020-2021 and 2021-2022  
November 5, 2021

The Elk Grove Unified School District ("District") and the Psychologists and Social Workers Association ("PSWA"), collectively referred to as the "Parties", agree to the following Tentative Agreement ("Agreement") regarding the 2020-2021 and 2021-2022 school years.

Unless otherwise specified in this Agreement, the effective date of each of the terms of this Agreement specified below shall be July 1, 2021.

1. Safety Mitigation Protocols.

The Parties agree that the District shall continue to adhere to State and Sacramento County Public Health Department safety mitigation orders and guidelines. Such safety and mitigation orders and guidelines continue to adapt based on the changing conditions of the pandemic. The District and PSWA will continue to meet and confer regarding changes to safety protocols. PSWA will cooperate with the District in any necessary public health actions.

2. Full Return to In-Person Instruction 2021-2022 School Year.

The Parties agree that the District has the sole and exclusive discretion working in consultation with State and County Health officials and in compliance with State and Local Health orders and laws to determine the status of the in-person instructional model. For the 2021-2022 school year and consistent with all State and County Health orders and laws, the District has determined that unit members and students shall fully return to in-person instruction.

a. Reasonable Accommodations and Interactive Process.

The Parties agree that if a unit member believes that they are unable to return to full in-person student instruction for the 2021-2022 school year due to a disability or medical condition, the unit member should contact the District's Human Resources Department to schedule an interactive process to determine whether they are eligible for reasonable accommodations.

C.J.  
DR

3. 2020-2021 and 2021-2022 Ongoing Compensation.

a. 2020-2021 (2%).

Effective retroactive to July 1, 2020, two percent (2%) shall be added to the 2019-2020 PSWA salary schedule consistent with the attached 2020-2021 #12, and #13 PSWA salary schedules.

b. 2021-2022 (2%).

Effective July 1, 2021, the equivalent of two percent (2%) shall be added to the new 2020-2021 PSWA salary schedule consistent with the attached 2021-2022 #12 and #13 PSWA salary schedules.

c. The Parties agree that the section 3(a) and section 3(b) retroactive payments shall not apply to any supplemental pay.

4. 2021-2022 One-time Compensation.

Based upon the new 2021-2022 salary schedule, calculated consistent with the ongoing 2021-2022 increase included in this Tentative Agreement, unit members shall receive a one-time off-of-the schedule payment of percent (2%). This one-time payment shall be prorated for less than full time unit members. To be eligible for this one-time payment, the unit member must be in paid status with the District on October 15, 2021.

Based upon the new 2021-2022 salary schedule, calculated consistent with the ongoing 2021-2022 increase included in this Agreement, PSWA's unit members shall receive a one-time off-of-the-schedule payment of percent (2%). This one-time payment shall be prorated for less than full time employees. To be eligible for this one-time payment, the employee must be in paid status with the District on October 15, 2021. This one-time payment will be calculated based on the PSWA unit member's actual paid days working in an PSWA's unit members position at the time the one-time payment is calculated and applying the PSWA unit member's paid status with the District on the date of October 15, 2021.

5. Two Additional Professional Development Days (2021-2022 and 2022-2023).

a. PSWA and EGUSD are committed to professional development for all unit members. It is understood that all unit members shall participate in up to two days of professional development during the 2021-2022 and 2022-2023 school years only, outside of the unit member's contracted work year focused on topics that may include, but are not limited to Equity, Cultural Responsiveness, Implicit Bias Awareness, and/or other related topics.

b. Unit members shall receive per diem pay for full day participation in such training.

C.J.  
DR

6. Comparability Study.

The Parties agree to participate in a comparability study.

7. Evaluations.

Please see attached Evaluations Pilot MOU.

8. Leaves-Bereavement.

The Parties agree to replace Section 13.7 of the collective bargaining agreement regarding Bereavement as follows effective July 1, 2021:

~~13.7 BEREAVEMENT LEAVE All bargaining unit members shall be granted three (3) paid leave of absence days within the State of California or five (5) paid leave of absence days if out of state, for death of any member of his/her immediate family. If the loss is of a spouse or a child, unit members shall be granted ten (10) days of bereavement leave. Prior approval is not required~~

13.7. Immediate family shall mean the biological, adopted, or foster child, stepchild, legal ward, or a child to whom the employee or the employee's spouse or registered domestic partner stands in loco parentis, regardless of age or dependency status; an employee's or an employee's spouse/registered domestic partner's biological, adoptive, or foster parent, step parent, or legal guardian or a person who stood in loco parentis when the employee or the employee's spouse/registered domestic partner was a minor child; a spouse; a registered domestic partner; a grandparent; a grandchild, or a sibling; the employee's spouse's/registered domestic partner's children, parents, grandparents, grandchildren, or siblings, or any relative living in the immediate household of the employee.

13.7.1 Bereavement Leave. Unit members shall be granted three (3) days paid leave of absence on account of death of any member of his/her immediate family, which includes children, parents, grandparents, grandchildren, or siblings of the employee's spouse or registered domestic partner consistent with the Section 13.7 definition of "immediate family" and five (5) days if out-of-state travel is required. Three (3) days of paid bereavement leave shall be available for unit members who experience a miscarriage. If the loss is of a spouse or a child, including stillbirth, unit members shall be granted ten (10) days of bereavement leave. Prior approval is not required.

Both parents may utilize bereavement leave for purposes of miscarriage and stillbirth. For purposes of this bereavement leave section the Centers for Disease Control and Prevention's (CDC's) definition of miscarriage and stillbirth shall apply.

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

C.J.  
DR.

9. Leaves-New Paid Pregnancy Disability Leave.

The Parties agree to the following new Section 13.11 Pregnancy Disability Leave provisions and to move the existing Sections 13.11.1, 13.11.2 and 13.11.3 to the end of Section 13.11 of the collective bargaining agreement and renumber as follows effective July 1, 2021:

New 13.11. Paid Pregnancy Disability Leave

During that period of time during which a unit member is physically disabled and unable to perform their regular duties due to pregnancy, miscarriage, childbirth and/or recovery there from, such full-time unit member shall be granted up to 20 work days of fully Paid Pregnancy Disability leave, prorated for less than full-time unit members, consistent with the following.

a. Paid Pregnancy Disability Leave is only available for use during the period of the unit member's pregnancy-related disability, to be used beginning on the first day of the unit member's pregnancy-related disability and shall be used first prior to sick leave use and will not be accrued and will not be coordinated with other leaves for any for other purposes. Pregnancy Disability Leave shall not be used for medical appointments that are pregnancy-related appointments.

b. To be eligible for this Paid Pregnancy Disability Leave, the unit member is required to submit signed medical documentation from a licensed physician to Human Resources specifying that the unit member has a pregnancy-related disability and the estimated amount of time off the unit member requires as a result of the pregnancy related disability.

c. Upon receipt by Human Resources of the signed medical documentation from a licensed physician specifying that the unit member has a pregnancy-related disability the unit member shall be entitled to use this Paid Pregnancy Disability Leave prior to utilizing the unit member's accrued and unused sick leave.

13.11.4 2 After use of the above Paid Pregnancy Disability Leave, a unit member may use sick leave for a temporary disability resulting from pregnancy, miscarriage or recovery therefrom. It is required that a disability statement from a licensed physician be submitted to the Human Resources Department which verifies the duration of the disability. Upon such verification, the unit member shall be entitled to use his/her sick leave for the above.

13.11.2 3 A unit member shall receive an unpaid leave for pregnancy, miscarriage or recovery therefrom, provided such leave shall not exceed one (1) calendar year.

13.11.3 4 Request for the above leaves shall be submitted to the Human Resources Department at least four (4) weeks prior to the anticipated date on which the leave is to commence.

C.J.  
DR

The Parties agree to the following new COVID-19 Supplemental Paid Sick Leave provisions:

10. California COVID-19 Supplemental Paid Sick Leave

The Parties agree to the following Supplemental Paid Sick Leave provision:

California COVID-19 Supplemental Paid Sick Leave (SB 95 and California Labor Code Section 248.2)

Effective October 1, 2021, if the California COVID-19 Supplemental Paid Sick Leave law is not extended by law or order and is also not replaced by another mandated State or Federal COVID-19 Paid Sick Leave Law by October 1, 2021, then for the remainder of the 2021-2022 school year, the District agrees to continue to provide the equivalent of the California COVID-19 Supplemental Paid Sick Leave to unit members. This section shall expire unless otherwise agreed upon by the parties on June 30, 2022.

If the California COVID-19 Supplemental Paid Sick Leave law is extended by law or order, or is replaced by another mandated State or Federal COVID-19 Paid Sick Leave Law, then the Parties agree to meet and negotiate the effects of this new leave.

Unit members are entitled to a maximum of ten days of this Supplemental Paid Sick Leave per the 2021-2022 school year. If this Supplemental Paid Sick leave is extended by the District under the terms of this section, then beginning on October 1, 2021, employees, who are not directed by the District to quarantine, will be required to provide medical verification, or proof of vaccine for reasons related to side-effects, or proof of COVID-19 test result in order to be eligible for this Supplemental Paid Sick Leave. If a situation does not fall within any of the above referenced means of verification, the unit member may appeal to the Chief Human Resources Officer for review.

When applicable as a result of a COVID-19 exposure at a school or district worksite/facility, COVID-19 related workers' compensation and Cal-OSHA laws shall also apply.

In the event that a unit member has questions related to available leaves or has concerns about the exhaustion of available leaves, the unit member may contact the Human Resources Department for guidance.

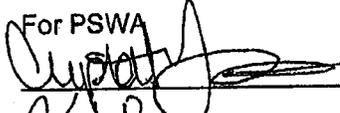
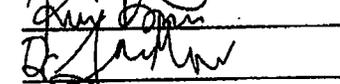
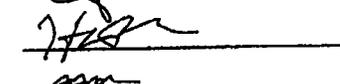
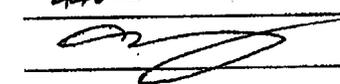
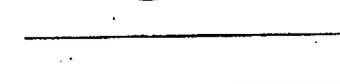
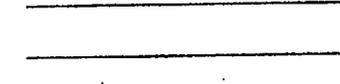
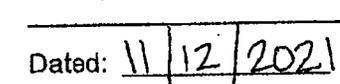
C.J.  
DR

11. Duration.

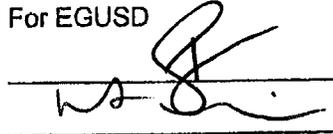
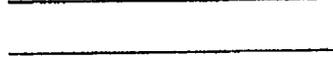
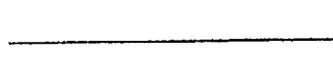
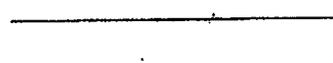
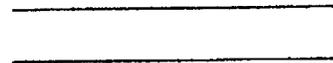
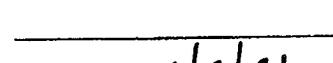
The Parties agree to revise Article 21 as follows:

Section 21.1

The collective bargaining agreement between the parties shall be effective from July 1, ~~2017~~ 2020 to June 30, ~~2020~~ 2022. 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 the ~~2019-2020~~ 2022-2023 school year, the parties agree to reopen negotiations on salary, benefits and an additional two articles identified by each party.

For PSWA  
  
  
  
  
  
  


Dated: 11/12/2021

For EGUSD  
  
  
  
  
  
  
  


Dated: 11/12/21

*A.T.*

**ELK GROVE UNIFIED SCHOOL DISTRICT  
PSYCHOLOGISTS SALARY SCHEDULE  
2020/21**

<b>PSYCHOLOGISTS SCHEDULE #12</b>		
<b>STEP</b>	<b>INITIAL SALARY</b>	<b>INITIAL SALARY +16 UNITS</b>
1	\$67,596	
2	71,845	
3	76,940	
4	82,538	
5	87,915	
6	93,311	
7	99,713	
8		\$105,260
9		106,489
10		107,718
11		108,947
12		110,176
13		111,405
14		112,635
15		113,864
16		115,093
17		116,322
18		117,551
19		120,050

PSYCHOLOGISTS WORK YEAR: 195 DAYS

New Psychologists Hired After July 1, 2016:

1. New employees with no prior school psychology work experience shall be assigned to Step 1.
2. Only new employees hired after July 1, 2016 shall receive one year of salary schedule credit for each full year of experience working as a Pupil Personnel Services (PPS) credentialed School Psychologist up to a maximum of fifteen (15) years of prior School Psychologist experience credit for a maximum salary schedule entry level of Step 16.

"Full year" is defined as working as a PPS Credential Psychologist at least 75% of a school year. Fractional parts of one (1) school year may not be combined to meet the 75% of a school year requirement. Prior experience must have occurred within 15 years immediately preceding hire date with the District.

3. Only new employees hired after July 1, 2016 who worked for the Elk Grove Unified School District or another public school district as a paid Psychologist Intern for 75% of the school year or more shall receive one year of salary schedule credit, if they are employed by the District as a Psychologist.
4. Only new employees hired after July 1, 2015 shall receive salary schedule credit for the following:
  - a. College semester units achieved after receiving their Pupil Personnel Services credential and prior to working for Elk Grove Unified School District. Quarter Units equal 2/3 of a Semester Unit.
  - b. Credit shall be given for those units that are consistent with the criteria established by the Board of Behavioral Sciences and the Commission on Teacher Credentialing (Continuing Education Units).

Psychologists Hired Prior To July 1, 2015:

Items 1 through and including 4 above regarding employees hired after July 1, 2015 shall not apply to Psychologists hired prior to July 1, 2015.

Psychologists:

A Doctoral bonus will be paid to Psychologists each year in an amount equal to 8.25% of Step 1. Licenses in Marriage & Family Therapy (MFT), Licensed Educational Psychologist (LEP), and Nationally Certified School Psychologist (NCSP) will qualify for a bonus to be paid each year in an amount equal to 8.05% of Step 1.

SUBSTITUTE EMPLOYEES - 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 07/01/2020: increase 2.0% to the 2019-2020 salary schedule.

Board Approved:

CJ.  
DR

**ELK GROVE UNIFIED SCHOOL DISTRICT  
SOCIAL WORKER SALARY SCHEDULE  
2020/21**

<b>SOCIAL WORKER SCHEDULE #13</b>		
<b>STEP</b>	<b>INITIAL SALARY</b>	<b>INITIAL SALARY +15 UNITS</b>
1	\$63,527	
2	64,905	
3	66,302	
4	67,795	
5	70,131	
6	72,483	
7	74,908	
8	77,762	
9	80,825	
10	83,946	
11	87,075	
12	90,262	
13	93,552	
14		\$99,100
15		100,329
16		101,558
17		102,786
18		104,016
19		106,522

SOCIAL WORKER WORK YEAR: 192 DAYS

New Social Workers Hired After July 1, 2016:

1. New employees with no prior social worker work experience shall be assigned to Step 1.
2. Only new employees hired after July 1, 2016 shall receive one year of salary schedule credit for each full year of experience working as a Social Worker up to a maximum of fifteen (15) years of prior School Social Worker experience credit for a maximum salary schedule entry level of Step 16. "Full year" is defined as working as a Social Worker at least 75% of a school year. Fractional parts of one (1) school year may not be combined to meet the 75% of a school year requirement. Prior experience must have occurred within 15 years immediately preceding hire date with the District.
3. Only new employees hired after July 1, 2016 who worked for the Elk Grove Unified School District or another public school district as a paid Social Worker Intern for 75% of the school year or more shall receive one year of salary schedule credit, if they are employed by the District as a Social Worker.
4. Only new employees hired after July 1, 2015 shall receive salary schedule credit for the following:
  - a. College semester units achieved prior to working for Elk Grove Unified School District. Quarter Units equal 2/3 of a Semester Unit.
  - b. Credit shall be given for those units that are consistent with the criteria established by the Board of Behavioral Sciences and the Commission on Teacher Credentialing (Continuing Education Units).

Social Workers Hired Prior To July 1, 2015:

Items 1 through and including 4 above regarding employees hired after July 1, 2015 shall not apply to social workers hired prior to July 1, 2015.

Social Workers:

A Doctoral bonus will be paid to Social Workers each year in an amount equal to 8.25% of Step 1. Licensed Clinical Social Worker (LCSW) licenses will qualify for a bonus to be paid each year in an amount equal to 8.05% of Step 1.

**SUBSTITUTE EMPLOYEES** - 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.

C.J.  
DR

Effective 07/01/2020: increase 2.0% to the 2019-2020 salary schedule.

Board Approved:

**ELK GROVE UNIFIED SCHOOL DISTRICT  
PSYCHOLOGISTS SALARY SCHEDULE  
2021/22**

<b>PSYCHOLOGISTS SCHEDULE #12</b>		
<b>STEP</b>	<b>INITIAL SALARY</b>	<b>INITIAL SALARY +16 UNITS</b>
1	\$68,948	
2	72,056	
3	77,151	
4	82,749	
5	88,126	
6	93,522	
7	99,924	
8		\$106,270
9		107,870
10		109,470
11		111,070
12		112,670
13		114,270
14		115,870
15		117,470
16		119,070
17		120,670
18		122,270
19		124,041

PSYCHOLOGISTS WORK YEAR: 195 DAYS

New Psychologists Hired After July 1, 2016:

1. New employees with no prior school psychology work experience shall be assigned to Step 1.
2. Only new employees hired after July 1, 2016 shall receive one year of salary schedule credit for each full year of experience working as a Pupil Personnel Services (PPS) credentialed School Psychologist up to a maximum of fifteen (15) years of prior School Psychologist experience credit for a maximum salary schedule entry level of Step 16.

"Full year" is defined as working as a PPS Credential Psychologist at least 75% of a school year. Fractional parts of one (1) school year may not be combined to meet the 75% of a school year requirement. Prior experience must have occurred within 15 years immediately preceding hire date with the District.

3. Only new employees hired after July 1, 2016 who worked for the Elk Grove Unified School District or another public school district as a paid Psychologist Intern for 75% of the school year or more shall receive one year of salary schedule credit, if they are employed by the District as a Psychologist.
4. Only new employees hired after July 1, 2016 shall receive salary schedule credit for the following:
  - a. College semester units achieved after receiving their Pupil Personnel Services credential and prior to working for Elk Grove Unified School District. Quarter Units equal 2/3 of a Semester Unit.
  - b. Credit shall be given for those units that are consistent with the criteria established by the Board of Behavioral Sciences and the Commission on Teacher Credentialing (Continuing Education Units).

Psychologists Hired Prior To July 1, 2015:

Items 1 through and including 4 above regarding employees hired after July 1, 2015 shall not apply to Psychologists hired prior to July 1, 2015.

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SUBSTITUTE EMPLOYEES - 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 07/01/2021: increase the equivalent of a 2.0% to the 2020-2021 salary schedule.

Board Approved:

C.J.  
DR

**ELK GROVE UNIFIED SCHOOL DISTRICT  
SOCIAL WORKER SALARY SCHEDULE  
2021/22**

<b>SOCIAL WORKER SCHEDULE #13</b>		
<b>STEP</b>	<b>INITIAL SALARY</b>	<b>INITIAL SALARY +15 UNITS</b>
1	\$64,798	
2	66,203	
3	67,628	
4	69,151	
5	71,534	
6	73,933	
7	76,406	
8	79,317	
9	82,442	
10	85,625	
11	88,817	
12	92,067	
13	95,423	
14		\$101,082
15		102,336
16		103,589
17		104,842
18		106,096
19		108,652

SOCIAL WORKER WORK YEAR: 192 DAYS

New Social Workers Hired After July 1, 2016:

1. New employees with no prior social worker work experience shall be assigned to Step 1.
2. Only new employees hired after July 1, 2016 shall receive one year of salary schedule credit for each full year of experience working as a Social Worker up to a maximum of fifteen (15) years of prior School Social Worker experience credit for a maximum salary schedule entry level of Step 16. "Full year" is defined as working as a Social Worker at least 75% of a school year. Fractional parts of one (1) school year may not be combined to meet the 75% of a school year requirement. Prior experience must have occurred within 15 years immediately preceding hire date with the District.
3. Only new employees hired after July 1, 2016 who worked for the Elk Grove Unified School District or another public school district as a paid Social Worker Intern for 75% of the school year or more shall receive one year of salary schedule credit, if they are employed by the District as a Social Worker.
4. Only new employees hired after July 1, 2015 shall receive salary schedule credit for the following:
  - a. College semester units achieved prior to working for Elk Grove Unified School District. Quarter Units equal 2/3 of a Semester Unit.
  - b. Credit shall be given for those units that are consistent with the criteria established by the Board of Behavioral Sciences and the Commission on Teacher Credentialing (Continuing Education Units).

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Effective 07/01/2021: increase 2.0% to the 2020-2021 salary schedule.

Board Approved:

C.J.  
DR

Memorandum of Understanding  
between  
Elk Grove Unified School District  
and the  
Psychologists and Social Workers Association  
School Psychologist Performance Evaluation Pilot Agreement  
2021-2022 School Year  
September 2, 2021

The Elk Grove Unified School District (EGUSD) and the Psychologists and Social Workers Association ("PSWA"), collectively referred to as the "Parties", agree to the following Memorandum of Understanding ("MOU" or "Agreement") regarding the process and documentation of PSWA School Psychologist performance evaluations.

**Background**

1. The Parties have been in the process of negotiating an updated PSWA School Psychologist performance evaluation process and documentation. Both Parties desire to pilot the new School Psychologist performance evaluation process including documentation for the 2021-2022 school year. At the end of 2021-2022 school year, the Parties will negotiate whether to finalize this updated School Psychologist evaluation process and include the related forms in the Parties' collective bargaining agreement or to continue this pilot Agreement.

**Agreement**

NOW, THEREFORE, the Parties agree as follows:

1. Background. The Background information set forth above is true and correct.

2. Collective Bargaining Agreement. The Parties agree that for the 2021-2022 school year, the following terms of the Parties' collective bargaining agreement and the use of any previously utilized School Psychologist evaluation forms shall be suspended relative to School Psychologists during the term of this one-year Pilot MOU:

- Section 10.2
- Section 10.3
- Section 10.4
- Section 10.5
- Section 10.6
- Section 10.7
- Section 10.8
- Any and all previously utilized School Psychologist evaluation forms.

CJ.  
DR

3. Pilot School Psychologist Performance Evaluation Process and Forms. The Parties agree to the following evaluation process and forms for the 2021-2022 school year.

A. Goals of School Psychologist Evaluation Process.

The Parties agree that the goal of this School Psychologist performance evaluation process is fourfold:

- Provide feedback regarding the overall quality of provided psychological services.
- Identify services in need for enrichment.
- Guide professional growth.
- Encourage increased effectiveness of provided psychological services.

B. School Psychologist Performance Evaluation Process (5 Steps).

1. Notice & Evaluation Process Orientation.

a. The School Psychologist and administrators are notified about evaluation process, timeline, resources, and forms within 30 school days of the beginning of the traditional school year.

b. Forms provided to the School Psychologist include the *Job Performance Evaluation Form* and *Goals Page*. (Attachments A and C)

2. Initial Collaborative Conference (Via phone, email or face-to-face meeting).

a. On the *Job Performance Evaluation Form* the School Psychologist and administrator collaboratively decide together the domains that are relevant to the employee's current assignment and check these areas on the form.

b. Collaboratively, the administrator and School Psychologist identify at least 3 domains to self-evaluate, with the administrator having the final determination regarding the domains.

3. Self-Evaluation.

a. Based on the domain(s) selected, the School Psychologist determines a baseline via self-reflection and data (school site data, previous work year's data, survey, etc.).

b. Each School Psychologist drafts SMART goal(s) on the *Goals Page* and completes an action plan.

c. Each School Psychologist sends their SMART goals to their administrator by a date determined by their Supervisor.

4. IF NEEDED → Collaborative Goals Setting Meeting.

C.S.  
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a. Once the administrator has received the School Psychologists' goals, they will communicate to the School Psychologist, whether a follow up meeting to review goals is necessary.

5. Final Conference.

a. Before the final conference, the School Psychologist collects final evidence of their progress toward each goal and submits "progress toward goals" information to the administrator.

b. The administrator completes *the Job Performance Evaluation Form* with ratings using evidence provided by the School Psychologist and the administrator provides final evaluation recording the evidence.

c. The administrator and School Psychologist meet to discuss the final evaluation.

C. Pilot School Psychologist Performance Evaluation Documentation.

The Parties agree that the following School Psychologist forms and process information will guide the Parties regarding implementation of this pilot MOU for the 2021-2022 school year as follows:

1. Job Performance Evaluation 1 (Attachment A)
2. Evaluations Flow Chart (Attachment B)
3. Evaluation Sample Goals 1 (Attachment C)
4. Evaluation Sample 1 (Attachment D, for illustration purposes only.)

4. Resolution of Disputes. In the event that there are any issues regarding implementation of this MOU, the parties agree to meet and negotiate regarding a resolution to such issues. This pilot MOU is not subject to the grievance procedures included in the Parties' collective bargaining agreement.

5. Non-Precedential. The Parties agree that this Agreement shall not create any past practice or be deemed precedential for any purposes.

6. Subsequent Years. The Parties agree to meet and negotiate prior to the end of 2021-2022 school year regarding whether to continue this MOU in subsequent school years or to incorporate the terms of this MOU into the parties' next collectively bargained Tentative Agreement. This MOU shall expire on June 30, 2022, unless another agreement is reached to extend this MOU or to incorporate the terms of this MOU into a Tentative Agreement between the Parties.

C.J.  
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For PSWA

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Date: 9 / 7 / 2021

For District

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Date: 9 / 7 / 2021

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