

**CONFIDENTIAL & PRIVILEGED MEDIATION COMMUNICATION**  
**STATE MEDIATOR'S PROPOSED TENTATIVE AGREEMENT**

PERB Case Number SA-IM-3544-E

SMCS Case No. 21-2-160

Monday, January 31, 2022

10:14 PM

The State Mediator from the State Mediation & Conciliation Service ("SMCS"), whom the Public Employment Relations Board ("PERB") has been appointed to the instant impasse to the contract negotiations between the Elk Grove Unified School District and the Amalgamated Transit Union, Local 256, strongly recommends the following confidential and privileged tentative agreement to resolve the labor dispute once and for all, as well as promote and maintain harmonious labor relations.

The mediator's proposed Tentative Agreement ("Proposed Agreement" or "Proposed Tentative Agreement" is between the Elk Grove Unified School District ("EGUSD" or "District") and the Amalgamated Transit Union, Local 256, ("ATU 256" or "Union"). Both the District and the Union may be referred to as the "PARTIES" collectively.

**RECITALS**

*WHEREAS* the PARTIES declared impasse to their contract negotiations for a successor labor agreement after their previous Collective Bargaining Agreement ("CBA") expired on June 30, 2021;

*WHEREAS* PERB determined an impasse existed, as a matter of fact and in law, and directed SMCS to appoint a mediator to aid the PARTIES in a good faith effort to resolve the labor dispute;

*WHEREAS* the state mediator met with the PARTIES on Wednesday, December 8, 2021, and Tuesday, January 4, 2022, and Monday, January 31, 2022; and,

*WHEREAS* the State Mediator, along with the negotiation teams from EGUSD and ATU 256, believe it is in the best interests of the PARTIES to avoid the lingering delay, along with the additional expense and uncertainty, a factfinding proceeding may cause in resolving the labor dispute;

**TERMS & CONDITIONS**

*NOW THEREFORE* after having heard the interests, needs and concerns from both the District and the Union, the state mediator humbly recommends the following proposed terms conditions for an agreement to close negotiations for a successor CBA:

1. Term. Proposed Agreement shall close the previous CBA that expired on June 30, 2021. The successor CBA shall be for a term of three years, i.e., July 1, 2021, to June 30, 2024. The Parties agree that this Agreement will completely resolve all negotiations for the 2020-21 and 2021-2022 school years. The Parties agree to reopen total compensation and two articles each for the 2022-2023 and 2023-2024 school years. Negotiations for the 2023-2024 school year shall begin in March 2024.
2. 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 ATU salary schedules consistent with the attached 2020-2021 #20 ATU salary schedule.
- b. 2021-2022 (2%). Effective July 1, 2021, two percent (2%) shall be added to the new 2020-2021 #20 ATU salary schedules consistent with the attached 2021-2022 #20 salary schedule.
3. 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 two percent (2%). This one-time payment shall be paid to unit members. 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.
4. Professional Development Day. As previously agreed upon, for the duration of this labor agreement, ATU 256 bargaining unit members will be eligible to participate in four (4) days of professional development training, which equates to approximately one half percent (0.50%) for each day for an equivalent total not to exceed approximately two percent (2%) for all four (4) days.

ATU and EGUSD are committed to professional development for all unit members. It is understood that all unit members shall participate in up to four days of professional development, outside of the unit member's contracted work hours focused on topics that may include, but are not limited to Equity, Cultural Responsiveness, Implicit Bias Awareness, and/or other related topics.

5. Comparability Study. The Parties agree to participate in a District-wide comparability study. The purpose of the comparability study is to review District positions to ensure that the District's total compensation package including salary and benefits is competitive as compared to similar public school districts.
6. One-Time Recruitment & Retention Salary Enhancement (Bus Drivers and Bus Driver Instructors).
  - a. The Parties agree to implement the following One-Time Recruitment & Retention salary enhancement for Bus Drivers and Bus Driver Instructors for the pilot period of January 1, 2022 through and including June 30, 2024.
  - b. With this One-Time Recruitment & Retention Salary Enhancement, the initial step on the Bus Driver salary schedule shall be paid at the starting pay rate of \$21.00 per hour. The initial salary step for the Bus Driver Instructor shall be paid at \$23.08. The Bus Driver and Bus Driver Instructor salary schedules will be maintained to include the current annual step salary structure percentage differences and will be consistent with the attached One-time Recruitment & Retention Salary Enhancement Pilot salary schedule. These One-time Recruitment and Retention Salary Enhancement salary schedules shall be implemented retroactive to January 1, 2022.
  - c. This One-Time Recruitment & Retention Salary Enhancement for Bus Drivers and Bus Driver Instructors shall be piloted for three years and shall be included on a temporary bus driver and driver instructor pilot salary schedule.

- d. On July 1, 2024, the Parties' agree that the ATU salary schedule in place prior to the One-Time Recruitment and Retention Salary Enhancement for Bus Drivers and Bus Instructors effective on July 1, 2021 shall apply.
  - e. This piloted One-Time Recruitment & Retention Salary Enhancement for Bus Drivers shall also apply to other ATU positions (1) who are authorized and licensed to drive a school bus, and (2) when they actually are driving a student bus route, and (3) only for the period of time when they actually are driving a student bus route. This shall only apply to ATU unit members who satisfy section (e)(1) through and including (e)(3), and who earn less than the One-Time Recruitment & Retention Salary Enhancement for Bus Drivers.
  - f. This One-Time Recruitment & Retention Salary Enhancement for Bus Drivers and Bus Driver Instructors shall expire on June 30, 2024. If members are placed back on the salary schedule at the end of the 2024 negotiations, the salary schedule shall be the most current as of that bargaining year.
  - g. All new ATU employees will be advised of this agreement in writing and made aware of the possibility of the salary decrease in 2024.
7. **"Unfreeze Steps 5/6".** Effective retroactive to July 1, 2021, the Parties agree to unfreeze steps 5 and 6 on the ATU salary schedule and to implement this "unfreeze Steps 5/6" agreement consistent with the anniversary step date movement included in the Parties' collective bargaining agreement. This means that step 6 shall be eliminated, and those on step 6 during the 2021-2022 school year shall move to Step 7 without waiting a full year on step 5/6. In addition, unit members will no longer be required to sit on step 5/6 for two years. After completing one year on step 5, they will move to Step 7. The difference between step 5 and step 7 shall be approximately 7% without any additional new step increments. The existing difference between the existing step 7 and step 8 is approximately 1%. Before this "unfreeze Steps 5/6" agreement is implemented, the Parties will sign off on the new 2021-2022 unfrozen salary schedule.

[For example: Anyone placed on step 6 during the 2021-2022 school year, who would have moved on their anniversary date if the schedule had been unfrozen between July 1, 2021 and June 30, 2022, will move to Step 7 during the 2021-2022 school year effective on his or her anniversary date.]

8. **New Contract Language.** CBA Article 15 shall be entitled, "EGUSD's 'Transportation Safety Valve'" and shall read,

***15. Bus Driver Shortage and Absences Temporary Coverage (2021-2022, 2022-2023, and 2023-2024 School Years)***

- a. *The Parties agree, as a last resort, for the 2021-2022, 2022-2023, and 2023-2024 school years, the District is authorized to assign qualified substitutes, employees and contracted bus driver services, to cover routes when there is a shortage of sufficient bus drivers to cover all existing routes.*
- b. *It is the intent of the Parties to limit the use of contracted bus drivers consistent with this Agreement, and the Parties agree that references to contracted services in this Agreement refer to Home to School and Special Education Transportation and does not address current use of Coach services.*

- c. The Parties agree to meet regularly throughout the 2021-2022, 2022-2023 and 2023-2024 school years to identify additional options to provide route coverage for the bus driver shortage crisis.*
  - d. The District and ATU will continue to explore ways to identify substitute bus drivers from other public agencies that include ATU members. If, during the course of this agreement, it is found that the process of assignment is negatively impacting the wages, hours and working conditions of ATU workers, the parties agree to meet and confer to agree on possible solutions.*
  - e. The Parties agree to eliminate the use of any contracted service providers as bus driver position vacancies are filled with ATU unit member bus drivers. No contracted bus driver services shall supplant the opportunity/position for an existing unit member.*
  - f. Transportation must utilize all bus drivers with valid bus driver licenses to drive buses to the greatest extent feasible prior to using outside contracted workers. The Parties agree that the District will contract with bus drivers outside of ATU up to fifty percent (50%) of the current FTE bus driver vacancies. The union will be provided with an updated FTE vacancy list weekly, if the list changes, and a list of all current contracted employees.*
  - g. At the end of the 2023-2024 school year the District shall eliminate any contracted bus driver positions as referenced in Section 15(a) above.*
  - h. Nothing in this agreement shall create a precedent regarding the outsourcing of ATU work. Furthermore, this agreement shall not be used to establish a past practice argument for any of its contents.*
  - i. The District makes no assurances regarding any CalPERS eligibility and entitlements.*
9. The PARTIES agree to this total compensation proposal and all other proposals tentatively agreed to by the PARTIES prior to mediation, the "Bus Driver Shortage and Absences Temporary Coverage (2021-2022, 2022-2023, and 2023-2024 School Years)" agreement prepared on Monday, January 31, 2022, and together these agreements will be incorporated, hereto, the Proposed Tentative Agreement. All other tentative agreement reached prior to mediation are attached hereto and initialed signifying agreement. Both PARTIES shall withdraw all other proposals.
10. This Tentative Agreement shall be finalized immediately after each negotiations team receives authority from their respective Boards to enter into the Proposed Tentative Agreement.

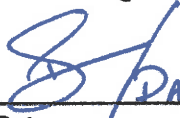
Confidentially and as part of the Mediation process, knowing that the above Terms & Conditions are outside the authority given to the PARTIES the state mediator recognizes that the Proposed Tentative Agreement is subject to the approval of the Board of Trustees ("School Board") and to a ratification vote by ATU Local 256 bargaining unit. The Proposed Agreement shall be presented confidentially to the

School Board in a closed session to determine whether the negotiations team will be given authority to enter into the Proposed Agreement and, similarly, the Proposed Agreement shall be presented to the Union's Executive Board during a confidential meeting.

Respectfully submitted,

Jun G. Payoyo, PERB-SMCS Presiding Conciliator  
State Mediator assigned to PERB Impasse Case No. SA-IM-3544-E

With their signatures below, members from the negotiation teams for the EGUSD and ATU 256 simply acknowledge receipt of the State Mediator's Proposed Tentative Agreement.

 DAVID REILLY  
Date: 2/11/22

 Anthony Booth  
Date: Feb. 1, 2022

 Robert Pierce  
Date: 2/11/22

Date: \_\_\_\_\_

 Lauren M. Reyes  
Date: 2/1/22

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

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**Attachment A**  
Mediated Tentative Agreement  
Between  
Elk Grove Unified School District  
And  
Amalgamated Transit Union, Local 256  
Regarding the  
2020-2021 and 2021-2022 School Year Negotiations  
February 7, 2022

The Elk Grove Unified School District ("District") and the Amalgamated Transit Union, Local 256 ("ATU"), collectively referred to as the "Parties", agree to the following Tentative Agreement ("Agreement") regarding the 2020-2021 and 2021-2022 school years.

The Parties' agree that the following terms and conditions shall take effect upon ratification of this Agreement by both Parties.

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 ATU will continue to meet and confer regarding changes to safety protocols. ~~ATU will cooperate with and the District in any will work together to create guidance for all necessary public health actions.~~

2. Affirmative Action, Article 8

The District proposes the following replacement of Article 8 including the title of Article 8 to comport with current law:

Nondiscrimination Affirmative Action

Consistent with Board Policy, District programs, activities, and practices shall be free from unlawful discrimination, including discrimination against an individual or group based on race, color, ancestry, nationality, national origin, immigration status, ethnic group identification, ethnicity, age, religion, marital status, pregnancy, parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, gender expression, or genetic information; a perception of one or more of such characteristics; or association with a person or group with one or more of these actual or perceived characteristics. The Parties agree that complaints related to compliance with this section shall be addressed consistent with California law and shall not be subject to the Parties' Grievance Process.

### 3. Extra Board Bus Driver Guidelines, Sections 12.4 and 12.502

The District proposes the following revisions to Section 12.4 and 12.502 regarding Extra Board Bus Driver Guidelines:

#### 12.4 Extra Board Bus Driver Guidelines - See Appendix

Extra Board Drivers must be qualified on all the equipment, routes, have a satisfactory evaluation, and have completed CBI training, and completed at least six months employment as a bus driver. (For the purposes of qualifying for the Extra Board, "unsatisfactory" means more than one factor in which the employee needs improvement; it means a rating of overall unsatisfactory which requires a showing on the part of the District that the employee's performance is impaired to the degree that he or she would not be effective.)

12.502 Only twenty (20) regular drivers who are qualified on all the equipment, maintain a satisfactory evaluation and have worked ~~(2) years~~ six months of service with the District in either regular or substitute capacity, shall be allowed to do field trips.

### 4. Leaves, Article 20-Bereavement.

The Parties agree to replace Sections 20.1(j) and 20.5 of the collective bargaining agreement regarding Bereavement as follows:

#### 20.1 General Leave Provisions

~~j. Immediate family referred to throughout Article 20 shall mean the employee's spouse or registered domestic partner, mother, mother-in-law, father, father-in-law, grandmother, grandfather, grandchild of the employee or of the employee's spouse or registered domestic partner, son, son-in-law, daughter, daughter-in-law, child of a registered domestic partner, brother, brother-in-law, sister, sister-in-law, stepfather, stepmother, stepchildren, foster parents, foster children, parent of the registered domestic partner, or any relative living in the household of the employee.~~

#### 20.5 BEREAVEMENT LEAVE

~~20.501 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.~~

~~20.502 Such leave shall not be deduced from accumulated sick leave.~~



New 20.1. 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.

New 20.501 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.

20.502 Prior approval is not required.

New 20.503 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.

NEW 20.504 Bereavement Leave days shall not be deducted from the sick leave balance.

#### 5. Leaves, Article 20-New Paid Pregnancy Disability Leave.

The Parties agree to replace section 20.13 and replace it with the following new 20.13:

#### 20.13 Pregnancy-Disability-Leave

~~20.1301 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 sick leave for the above.~~

~~20.1302 Request for the above leave shall be submitted to the Human Resources Department at least three (3) weeks prior to the anticipated date on which the leave is to commence.~~

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### New 20.13. Paid Pregnancy Disability Leave

20.1301 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.

20.1302 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.

20.1303 A unit member shall receive an unpaid leave for pregnancy, miscarriage or recovery therefrom, provided such leave shall not exceed one (1) calendar year.

20.1304 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.

### 6. Article 18, Uniforms

The Parties agree to the following revisions to Article 18, Uniforms and to reformat and renumber as follows:

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18.301      The District will furnish ~~steel-toe safety-toed work boots, with oil resistant soles, for all shop personnel. with 4-inch minimum ankle protection and oil resistant soles, for all shop staff personnel all Mechanics, Parts Managers and Mechanics' Assistant-Fuelers.~~ The District will cover the cost of the boots and optional insoles for up to a total of Employees' boots shall be allocated for shoes will be reimbursed the actual cost up three hundred dollars (\$300.00) including sales tax. Consultation on replacement of shoes boots will occur between the appropriate manager and employee and shall not be unreasonably denied. Boot replacement will occur no later than 18 months from the original purchase. Red Wing and Shoe Emporium will continue as preferred vendors.

Uniform, Shop Staff

18.101      Bus Drivers. The District shall provide the number of uniforms negotiated for employees in the transportation unit and pay all costs. The standard allowance, as agreed to by the District and ATU, will be guided by the market price and established each year for two five pants, one windbreaker jacket, one rain jacket, three five blouses, or the equivalent to be spent on other items. ~~This allowance will be allocated to each member at the start of each fiscal year. At the end of each fiscal year, any balance left on a member's uniform allotment shall be rolled over for their individual use in the next fiscal year.~~

If Bus Driver unit members receive their uniforms and if they do not fit properly, the member can return and reorder their uniforms directly through the vendor, at no cost to them. If clothing is embroidered, then uniforms shall be returned to the District and reordered through the vendor. If items are returned, reordered and not received within the fiscal year they were ordered, the item(s) will still be provided to the unit member when they are received, even if it crosses fiscal years. Every attempt will be made to expedite returns and reordered uniforms, the cost of those items will be rolled over for the individual's use in the next fiscal year.

Mechanics and Mechanic Assistant-Fuelers will be provided with eleven sets of coveralls, five pairs of pants, five long sleeved shirts, and one jacket. All uniforms shall be laundered by the District weekly.

Inventory Control Assistants will be provided with eleven pairs of pants, eleven short sleeved shirts and one jacket. All uniforms shall be laundered by the District weekly.

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## 7. Article 12, Assignment

### Section 12.603 Time Frame for Submitting Requests for Time Off

The Parties agree to the following revisions to Section 12.603 regarding the time frame for submitting requests for time off:

Bus driver and bus attendant RTOs must be submitted to Transportation Dispatch by 6:00 p.m. Thursday for Requests for Time Off for the following Wednesday through Tuesday. the end of the contract day for requested time off and these requests will be responded to immediately. one week (seven calendar days) prior to the day or days off requested. The District will respond regarding whether or not the RTO is approved within two full business days to the request.

For time requested a month or more in advance, management will have one week (seven calendar days) to respond. Requests cannot be unreasonably denied and the reason for the denial will be given to the member in writing. If no response is received within 5 working days, the request will be approved.

During the month of July only each year, and with prior District approval, Unit members assigned an eight-hour position for the school year, may coordinate the use of partial vacation days and partial workdays to equate to a full eight hour paid day.

[Note: For illustration purposes only, a unit member may use 4 hours of vacation and four hours of work to equate to a full eight (8) hours of pay.]

Time off will be approved for ATU representation and in meetings with the District time will begin to run from the location of the ATU Representative and will provide time for lunches and breaks as appropriate.

## 8. Article 9, Union Rights and Organizational Leave

The District proposes the following revisions to Sections 9.401, 9.402, 9.411:

- 9.401 Informal Conference, Pre-grievance requirements: Any person with a problem requiring resolution will first discuss the problem with the appropriate immediate supervisor, or representative of the employee organization, either directly or through a representative, with the objective of resolving the matter informally. **This meeting shall occur within (15) workdays from when the alleged violation occurred or within (15) workdays of when an employee might reasonably have known of the violation. The Supervisor shall have (15) workdays from this meeting to file to provide a response to the potential grievant employee (verbal or email).** If resolution is not achieved informally affected, a formal grievance may be filed.

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- 9.402 An employee may file a formal grievance in writing simultaneously with the president of the employee organization, the **Designated Human Resources Director** for assigned classified personnel, and his/her immediate supervisor within fifteen (15) work days from receipt of the response to the informal meeting. when the alleged violation occurred or within fifteen (15) work days of when an employee might reasonably have known of the violation.
- 9.411 Failure of either party to comply with time limits as set forth above will serve to declare the grievance settled in favor of the other party and no further grievance action can be taken.

The time limits in this Article may be extended by mutual agreement.

This Attachment A agreement together the Mediated Tentative Agreement, signed on February 1, 2022 represents the entire Agreement between the parties. There are no other written or verbal agreements between the Parties other than what is included in the February 1, 2022 Mediated Tentative Agreement and this Attachment "A" Agreement.

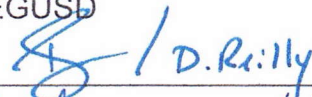
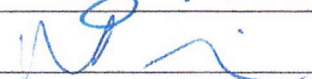
All other terms and conditions of the Parties' collective bargaining agreement shall remain in full force and effect, unless otherwise subsequently negotiated by the Parties.

For ATU

  
\_\_\_\_\_  
Anthony Booth  
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Dated: 2/8/22

For EGUSD

  
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 Robert Pierce  
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Dated: 2/7/22

**ELK GROVE UNIFIED SCHOOL DISTRICT  
AMALGAMATED TRANSIT UNION (ATU)  
Salary Schedule #20  
2020/21**

Classification	Training Classes (3%)*	STEP 1	STEP 2	EXPERIENCE STEPS				
				STEP 3	STEP 4	STEP 5 & 6	STEP 7	STEP 8+
Bus Attendant	301	\$12.68	\$13.57	\$14.52	\$15.93	\$17.06	\$18.25	\$18.43
	302*	13.06	13.98	14.97	16.42	17.57	18.82	19.01
	303*	13.44	14.41	15.42	16.92	18.11	19.38	19.58
	304*	13.86	14.84	15.89	17.43	18.65	19.96	20.17
Office Assistant - Transportation	361	\$14.42	\$15.42	\$16.51	\$18.12	\$19.39	\$20.75	\$20.96
	362*	14.85	15.89	17.01	18.66	19.98	21.39	21.60
	363*	15.30	16.38	17.53	19.24	20.59	22.03	22.26
	364*	15.77	16.88	18.06	19.81	21.21	22.70	22.93
Mechanic's Assistant-Fuel (Day Shift)	381	\$15.29	\$16.37	\$17.51	\$19.23	\$20.57	\$22.02	\$22.24
	382*	15.76	16.87	18.04	19.80	21.19	22.68	22.92
	383*	16.23	17.37	18.58	20.39	21.84	23.36	23.59
	384*	16.73	17.90	19.16	21.01	22.49	24.08	24.33
Mechanic's Assistant-Fuel (Swing Shift)	386	\$16.53	\$17.69	\$18.94	\$20.77	\$22.24	\$23.80	\$24.04
	387*	16.98	18.22	19.51	21.42	22.91	24.52	24.76
	388*	17.48	18.78	20.10	22.05	23.60	25.25	25.50
	389*	17.96	19.35	20.71	22.72	24.33	26.01	26.29
Mechanic's Assistant-Fuel (Night Shift)	391	\$17.14	\$18.34	\$19.62	\$21.54	\$23.04	\$24.67	\$24.92
	392*	17.66	18.90	20.22	22.19	23.76	25.42	25.67
	393*	18.19	19.47	20.84	22.87	24.47	26.17	26.45
	394*	18.75	20.05	21.47	23.55	25.20	26.97	27.24
Bus Driver	401	\$16.14	\$17.28	\$18.48	\$20.29	\$21.72	\$23.24	\$23.47
Mechanic's Assistant-Tire (Day Shift)	402*	16.64	17.80	19.05	20.89	22.37	23.93	24.17
	403*	17.13	18.34	19.62	21.53	23.03	24.65	24.90
	404*	17.65	18.90	20.22	22.17	23.75	25.40	25.65
Mechanic's Assistant-Tire (Swing Shift)	406	\$17.41	\$18.64	\$19.94	\$21.89	\$23.42	\$25.06	\$25.32
	407*	17.94	19.21	20.55	22.55	24.13	25.83	26.09
	408*	18.48	19.79	21.18	23.24	24.87	26.62	26.89
	409*	19.05	20.38	21.82	23.93	25.60	27.42	27.69
Mechanic's Assistant-Tire (Night Shift)	411	\$18.05	\$19.32	\$20.68	\$22.70	\$24.29	\$25.99	\$26.27
	412*	18.59	19.90	21.31	23.38	25.01	26.79	27.04
	413*	19.17	20.50	21.95	24.09	25.77	27.58	27.86
	414*	19.75	21.12	22.61	24.82	26.54	28.41	28.69
Apprentice Mechanic (Day Shift)	421	\$16.97	\$18.16	\$19.44	\$21.33	\$22.84	\$24.44	\$24.68
Entry Level Mechanic (Day Shift)	422*	17.48	18.71	20.02	21.98	23.51	25.17	25.43
Inventory Control Assistant (Day Shift)	423*	18.01	19.28	20.62	22.63	24.24	25.94	26.19
	424*	18.54	19.86	21.26	23.32	24.96	26.72	26.99

**ELK GROVE UNIFIED SCHOOL DISTRICT  
AMALGAMATED TRANSIT UNION (ATU)  
Salary Schedule #20  
2020/21**

Classification	Training Classes (3%)*	STEP 1	STEP 2	EXPERIENCE STEPS				
				STEP 3	STEP 4	STEP 5 & 6	STEP 7	STEP 8+
Apprentice Mechanic (Swing Shift)	426	\$18.32	\$19.60	\$20.98	\$23.02	\$24.64	\$26.38	\$26.64
Entry Level Mechanic (Swing Shift)	427*	18.88	20.20	21.62	23.73	25.39	27.17	27.45
Inventory Control Assistant (Swing Shift)	428*	19.45	20.81	22.29	24.45	26.13	27.99	28.27
Journey Mechanic I (Day Shift)	429*	20.03	21.45	22.95	25.18	26.93	28.85	29.13
Apprentice Mechanic (Night Shift)	431	\$19.01	\$20.35	\$21.79	\$23.90	\$25.57	\$27.38	\$27.65
Entry Level Mechanic (Night Shift)	432*	19.58	20.96	22.44	24.62	26.36	28.20	28.49
Inventory Control Assistant (Night Shift)	433*	20.18	21.60	23.12	25.37	27.15	29.06	29.36
	434*	20.78	22.26	23.83	26.11	27.97	29.94	30.23
Bus Driver Instructor	441	\$17.74	\$18.98	\$20.32	\$22.30	\$23.86	\$25.53	\$25.79
Dispatcher	442*	18.28	19.55	20.93	22.96	24.58	26.32	26.58
Scheduling Technician	443*	18.83	20.15	21.57	23.66	25.32	27.11	27.39
Transportation Office Technician	444*	19.40	20.75	22.22	24.38	26.07	27.93	28.20
Journey Mechanic I (Swing Shift)	446	\$19.80	\$21.19	\$22.67	\$24.89	\$26.63	\$28.50	\$28.79
	447*	20.39	21.83	23.36	25.62	27.43	29.37	29.66
	448*	21.00	22.48	24.07	26.41	28.25	30.24	30.55
	449*	21.64	23.16	24.79	27.20	29.11	31.15	31.47
Journey Mechanic I (Night Shift)	451	\$20.50	\$21.95	\$23.49	\$25.78	\$27.58	\$29.52	\$29.81
	452*	21.12	22.61	24.20	26.55	28.41	30.41	30.71
	453*	21.77	23.29	24.94	27.36	29.27	31.33	31.65
	454*	22.42	24.00	25.69	28.17	30.15	32.28	32.61
Journey Mechanic II (Day Shift)	501	\$20.67	\$22.12	\$23.67	\$25.97	\$27.78	\$29.74	\$30.04
	502*	21.30	22.79	24.39	26.75	28.62	30.63	30.94
	503*	21.94	23.48	25.12	27.56	29.49	31.56	31.89
	504*	22.60	24.19	25.87	28.39	30.38	32.51	32.83
	505*	23.28	24.93	26.66	29.25	31.29	33.48	33.82
Journey Mechanic II (Swing Shift)	506	\$22.31	\$23.87	\$25.54	\$28.03	\$30.00	\$32.10	\$32.42
	507*	22.97	24.59	26.33	28.89	30.90	33.07	33.39
	508*	23.66	25.33	27.12	29.75	31.84	34.08	34.41
	509*	24.38	26.09	27.94	30.64	32.80	35.10	35.45
	510*	25.11	26.89	28.78	31.57	33.79	36.15	36.52
Journey Mechanic II (Night Shift)	511	\$23.13	\$24.76	\$26.51	\$29.08	\$31.11	\$33.28	\$33.62
	512*	23.84	25.50	27.30	29.96	32.05	34.29	34.63
	513*	24.56	26.28	28.12	30.86	33.02	35.33	35.68
	514*	25.30	27.07	28.98	31.78	34.02	36.39	36.76
	515*	26.06	27.88	29.85	32.75	35.04	37.50	37.87



**ELK GROVE UNIFIED SCHOOL DISTRICT  
AMALGAMATED TRANSIT UNION (ATU)  
Salary Schedule #20  
2020/21**

Classification	Training Classes (3%)*	STEP 1	STEP 2	EXPERIENCE STEPS				
				STEP 3	STEP 4	STEP 5 & 6	STEP 7	STEP 8+
Lead Journey Mechanic II (Day Shift)	521	\$22.31	\$23.87	\$25.54	\$28.03	\$30.00	\$32.10	\$32.42
	522*	22.97	24.59	26.33	28.89	30.90	33.07	33.39
	523*	23.66	25.33	27.12	29.75	31.84	34.08	34.41
	524*	24.38	26.09	27.94	30.64	32.80	35.10	35.45
	525*	25.11	26.89	28.78	31.57	33.79	36.15	36.52
Lead Journey Mechanic II (Swing Shift)	526	\$24.08	\$25.77	\$27.57	\$30.25	\$32.37	\$34.65	\$35.01
	527*	24.81	26.55	28.40	31.16	33.35	35.69	36.05
	528*	25.55	27.34	29.26	32.10	34.35	36.78	37.15
	529*	26.34	28.16	30.14	33.07	35.39	37.88	38.26
	530*	27.13	29.02	31.06	34.08	36.47	39.04	39.42
Lead Journey Mechanic II (Night Shift)	531	\$24.98	\$26.73	\$28.61	\$31.41	\$33.60	\$35.94	\$36.31
	532*	25.73	27.54	29.48	32.34	34.61	37.03	37.39
	533*	26.52	28.37	30.37	33.32	35.65	38.14	38.52
	534*	27.31	29.23	31.28	34.32	36.74	39.30	39.69
	535*	28.13	30.11	32.23	35.36	37.84	40.47	40.87

Effective July 1, 2002: What was previously known as "night shift" became "swing shift" and a new "night shift" range was created.

\* Advancement to training class levels is based upon units/credits 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.

<b>LONGEVITY BONUS AT COMPLETION OF:</b>	7th year	\$610	16th year	\$1,484
	10th year	\$904	19th year	\$1,781
	13th year	\$1,184	22nd year	\$2,083
			25th year	\$2,386

**SUBSTITUTE EMPLOYEES:**

- For substitute employment and differential leave purposes, all classified substitute employees shall be paid at step 1 of the classification, in which they substitute, or the lowest step of the classification, in which they substitute, that is consistent with the California minimum wage, whichever value is greater.
- 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, or the lowest step of the classification, in which they will substitute, that is consistent with the California minimum wage, whichever is greater.
- 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.

**ELK GROVE UNIFIED SCHOOL DISTRICT  
AMALGAMATED TRANSIT UNION (ATU)  
Salary Schedule #20  
2021/22**

Classification	Training Classes (3%)*	STEP 1	STEP 2	EXPERIENCE STEPS				
				STEP 3	STEP 4	STEP 5	STEP 6	STEP 7+
Bus Attendant	301	\$12.93	\$13.84	\$14.81	\$16.25	\$17.40	\$18.62	\$18.80
	302*	13.32	14.26	15.27	16.75	17.92	19.20	19.39
	303*	13.71	14.70	15.73	17.26	18.47	19.77	19.97
	304*	14.14	15.14	16.21	17.78	19.02	20.36	20.57
Office Assistant - Transportation	361	\$14.71	\$15.73	\$16.84	\$18.48	\$19.78	\$21.17	\$21.38
	362*	15.15	16.21	17.35	19.03	20.38	21.82	22.03
	363*	15.61	16.71	17.88	19.62	21.00	22.47	22.71
	364*	16.09	17.22	18.42	20.21	21.63	23.15	23.39
Mechanic's Assistant-Fuel (Day Shift)	381	\$15.60	\$16.70	\$17.86	\$19.61	\$20.98	\$22.46	\$22.68
	382*	16.08	17.21	18.40	20.20	21.61	23.13	23.38
	383*	16.55	17.72	18.95	20.80	22.28	23.83	24.06
	384*	17.06	18.26	19.54	21.43	22.94	24.56	24.82
Mechanic's Assistant-Fuel (Swing Shift)	386	\$16.86	\$18.04	\$19.32	\$21.19	\$22.68	\$24.28	\$24.52
	387*	17.32	18.58	19.90	21.85	23.37	25.01	25.26
	388*	17.83	19.16	20.50	22.49	24.07	25.76	26.01
	389*	18.32	19.74	21.12	23.17	24.82	26.53	26.82
Mechanic's Assistant-Fuel (Night Shift)	391	\$17.48	\$18.71	\$20.01	\$21.97	\$23.50	\$25.16	\$25.42
	392*	18.01	19.28	20.62	22.63	24.24	25.93	26.18
	393*	18.55	19.86	21.26	23.33	24.96	26.69	26.98
	394*	19.13	20.45	21.90	24.02	25.70	27.51	27.78
Bus Driver (Note 1) Mechanic's Assistant-Tire (Day Shift)	401	\$16.46	\$17.63	\$18.85	\$20.70	\$22.15	\$23.70	\$23.94
	402*	16.97	18.16	19.43	21.31	22.82	24.41	24.65
	403*	17.47	18.71	20.01	21.96	23.49	25.14	25.40
	404*	18.00	19.28	20.62	22.61	24.23	25.91	26.16
Mechanic's Assistant-Tire (Swing Shift)	406	\$17.76	\$19.01	\$20.34	\$22.33	\$23.89	\$25.56	\$25.83
	407*	18.30	19.59	20.96	23.00	24.61	26.35	26.61
	408*	18.85	20.19	21.60	23.70	25.37	27.15	27.43
	409*	19.43	20.79	22.26	24.41	26.11	27.97	28.24
Mechanic's Assistant-Tire (Night Shift)	411	\$18.41	\$19.71	\$21.09	\$23.15	\$24.78	\$26.51	\$26.80
	412*	18.96	20.30	21.74	23.85	25.51	27.33	27.58
	413*	19.55	20.91	22.39	24.57	26.29	28.13	28.42
	414*	20.15	21.54	23.06	25.32	27.07	28.98	29.26
Apprentice Mechanic (Day Shift) Entry Level Mechanic (Day Shift) Inventory Control Assistant (Day Shift)	421	\$17.31	\$18.52	\$19.83	\$21.76	\$23.30	\$24.93	\$25.17
	422*	17.83	19.08	20.42	22.42	23.98	25.67	25.94
	423*	18.37	19.67	21.03	23.08	24.72	26.46	26.71
	424*	18.91	20.26	21.69	23.79	25.46	27.25	27.53

**ELK GROVE UNIFIED SCHOOL DISTRICT  
AMALGAMATED TRANSIT UNION (ATU)  
Salary Schedule #20  
2021/22**

Classification	Training Classes (3%)*	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7+
Apprentice Mechanic (Swing Shift)	426	\$18.69	\$19.99	\$21.40	\$23.48	\$25.13	\$26.91	\$27.17
Entry Level Mechanic (Swing Shift)	427*	19.26	20.60	22.05	24.20	25.90	27.71	28.00
Inventory Control Assistant (Swing Shift)	428*	19.84	21.23	22.74	24.94	26.65	28.55	28.84
Journey Mechanic I (Day Shift)	429*	20.43	21.88	23.41	25.68	27.47	29.43	29.71
Apprentice Mechanic (Night Shift)	431	\$19.39	\$20.76	\$22.23	\$24.38	\$26.08	\$27.93	\$28.20
Entry Level Mechanic (Night Shift)	432*	19.97	21.38	22.89	25.11	26.89	28.76	29.06
Inventory Control Assistant (Night Shift)	433*	20.58	22.03	23.58	25.88	27.69	29.64	29.95
	434*	21.20	22.71	24.31	26.63	28.53	30.54	30.83
Bus Driver Instructor (Note 1)	441	\$18.09	\$19.36	\$20.73	\$22.75	\$24.34	\$26.04	\$26.31
Dispatcher	442*	18.65	19.94	21.35	23.42	25.07	26.85	27.11
Scheduling Technician	443*	19.21	20.55	22.00	24.13	25.83	27.65	27.94
Transportation Office Technician	444*	19.79	21.17	22.66	24.87	26.59	28.49	28.76
Journey Mechanic I (Swing Shift)	446	\$20.20	\$21.61	\$23.12	\$25.39	\$27.16	\$29.07	\$29.37
	447*	20.80	22.27	23.83	26.13	27.98	29.96	30.25
	448*	21.42	22.93	24.55	26.94	28.82	30.84	31.16
	449*	22.07	23.62	25.29	27.74	29.69	31.77	32.10
Journey Mechanic I (Night Shift)	451	\$20.91	\$22.39	\$23.96	\$26.30	\$28.13	\$30.11	\$30.41
	452*	21.54	23.06	24.68	27.08	28.98	31.02	31.32
	453*	22.21	23.76	25.44	27.91	29.86	31.96	32.28
	454*	22.87	24.48	26.20	28.73	30.75	32.93	33.26
Journey Mechanic II (Day Shift)	501	\$21.08	\$22.56	\$24.14	\$26.49	\$28.34	\$30.33	\$30.64
	502*	21.73	23.25	24.88	27.29	29.19	31.24	31.56
	503*	22.38	23.95	25.62	28.11	30.08	32.19	32.53
	504*	23.05	24.67	26.39	28.96	30.99	33.16	33.49
	505*	23.75	25.43	27.19	29.84	31.92	34.15	34.50
Journey Mechanic II (Swing Shift)	506	\$22.76	\$24.35	\$26.05	\$28.59	\$30.60	\$32.74	\$33.07
	507*	23.43	25.08	26.86	29.47	31.52	33.73	34.06
	508*	24.13	25.84	27.66	30.35	32.48	34.76	35.10
	509*	24.87	26.61	28.50	31.25	33.46	35.80	36.16
	510*	25.61	27.43	29.36	32.20	34.47	36.87	37.25
Journey Mechanic II (Night Shift)	511	\$23.59	\$25.26	\$27.04	\$29.66	\$31.73	\$33.95	\$34.29
	512*	24.32	26.01	27.85	30.56	32.69	34.98	35.32
	513*	25.05	26.81	28.68	31.48	33.68	36.04	36.39
	514*	25.81	27.61	29.56	32.42	34.70	37.12	37.50
	515*	26.58	28.44	30.45	33.41	35.74	38.25	38.63



**ELK GROVE UNIFIED SCHOOL DISTRICT  
AMALGAMATED TRANSIT UNION (ATU)  
Salary Schedule #20  
2021/22**

Classification	Training Classes (3%)*	STEP 1	STEP 2	EXPERIENCE STEPS				
				STEP 3	STEP 4	STEP 5	STEP 6	STEP 7+
Lead Journey Mechanic II (Day Shift)	521	\$22.76	\$24.35	\$26.05	\$28.59	\$30.60	\$32.74	\$33.07
	522*	23.43	25.08	26.86	29.47	31.52	33.73	34.06
	523*	24.13	25.84	27.66	30.35	32.48	34.76	35.10
	524*	24.87	26.61	28.50	31.25	33.46	35.80	36.16
	525*	25.61	27.43	29.36	32.20	34.47	36.87	37.25
Lead Journey Mechanic II (Swing Shift)	526	\$24.56	\$26.29	\$28.12	\$30.86	\$33.02	\$35.34	\$35.71
	527*	25.31	27.08	28.97	31.78	34.02	36.40	36.77
	528*	26.06	27.89	29.85	32.74	35.04	37.52	37.89
	529*	26.87	28.72	30.74	33.73	36.10	38.64	39.03
	530*	27.67	29.60	31.68	34.76	37.20	39.82	40.21
Lead Journey Mechanic II (Night Shift)	531	\$25.48	\$27.26	\$29.18	\$32.04	\$34.27	\$36.66	\$37.04
	532*	26.24	28.09	30.07	32.99	35.30	37.77	38.14
	533*	27.05	28.94	30.98	33.99	36.36	38.90	39.29
	534*	27.86	29.81	31.91	35.01	37.47	40.09	40.48
	535*	28.69	30.71	32.87	36.07	38.60	41.28	41.69

Effective July 1, 2002: What was previously known as "night shift" became "swing shift" and a new "night shift" range was created.

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

Note 1: This position will move to the Supplemental Driver salary schedule effective January 1, 2022 and any new hires will be placed on the Supplemental Driver salary schedule effective January 1, 2022.

~ 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.

<b>LONGEVITY BONUS AT COMPLETION OF:</b>	7th year	\$622	16th year	\$1,514
	10th year	\$922	19th year	\$1,817
	13th year	\$1,208	22nd year	\$2,125
			25th year	\$2,434

**SUBSTITUTE EMPLOYEES:**

- For substitute employment and differential leave purposes, all classified substitute employees shall be paid at step 1 of the classification, in which they substitute, or the lowest step of the classification, in which they substitute, that is consistent with the California minimum wage, whichever value is greater.
- 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, or the lowest step of the classification, in which they will substitute, that is consistent with the California minimum wage, whichever is greater.
- 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.

Revised 1/31/2022: Retro to July 1, 2021 add 2.00% to the 2021-22 salary schedule. Retro back to July 1, 2021 remove the two (2) year wait on step 5.

**ELK GROVE UNIFIED SCHOOL DISTRICT  
AMALGAMATED TRANSIT UNION (ATU)  
SUPPLEMENTAL DRIVER  
Salary Schedule #40  
2021/22**

Classification	Training Classes (3%)*	STEP 1	STEP 2	EXPERIENCE STEPS				
				STEP 3	STEP 4	STEP 5	STEP 6	STEP 7+
Bus Driver	401	\$21.00	\$22.49	\$24.05	\$26.41	\$28.26	\$30.24	\$30.55
	402*	21.63	23.16	24.77	27.20	29.11	31.15	31.46
	403*	22.28	23.85	25.51	28.02	29.98	32.08	32.40
	404*	22.95	24.57	26.28	28.86	30.88	33.04	33.37
Bus Driver Instructor	441	\$23.08	\$24.70	\$26.45	\$29.03	\$31.06	\$33.23	\$33.57
	442*	23.77	25.44	27.24	29.90	31.99	34.23	34.58
	443*	24.48	26.20	28.06	30.80	32.95	35.26	35.62
	444*	25.21	26.99	28.90	31.72	33.94	36.32	36.69

\* Advancement to training class levels is based upon units/credits 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.

~ This schedule is in effect January 1, 2022 and expires June 30, 2024.

<b>LONGEVITY BONUS AT COMPLETION OF:</b>	7th year	\$622	16th year	\$1,514
	10th year	\$922	19th year	\$1,817
	13th year	\$1,208	22nd year	\$2,125
			25th year	\$2,434

**SUBSTITUTE EMPLOYEES:**

- For substitute employment and differential leave purposes, all classified substitute employees shall be paid at step 1 of the classification, in which they substitute, or the lowest step of the classification, in which they substitute, that is consistent with the California minimum wage, whichever value is greater.
- 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, or the lowest step of the classification, in which they will substitute, that is consistent with the California minimum wage, whichever is greater.
- The pay period is from the 16st 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.