

**PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT**  
**in accordance with AB 1200 (Chapter 1213/Statutes 1991), AB 2756 (Chapter 52/Statutes 2004), GC 3547.5**

Name of School District:	Elk Grove Unified School District
Name of Bargaining Unit:	American Federation of State, County and Municipal Employees, Local 258
Certificated, Classified, Other:	Classified Non-Management

The proposed agreement covers the period beginning: July 1, 2020 (date) and ending: June 30, 2022 (date)

The Governing Board will act upon this agreement on: May 17, 2022 (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**

Bargaining Unit Compensation  All Funds - Combined		Fiscal Impact of Proposed Agreement (Complete Years 2 and 3 multiyear and overlapping agreements and Step & Column increases)			
		Annual Cost Prior to Proposed Settlement	Year 1 Increase/(Decrease) 2021-22	Year 2 Increase/(Decrease) 2022-23	Year 3 Increase/(Decrease) 2023-24
1. Salary Schedule Including Step and Column		\$ 47,057,274	\$ 2,006,670	\$ 2,010,683	\$ 2,014,705
			4.26%	4.10%	3.94%
2. Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.		\$ -	\$ 1,767,000	\$ -	\$ -
Description of Other Compensation			\$1,700 per unit member hired prior to July 1, 2021 and \$400		
3. Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.		\$ 15,910,064	\$ 1,275,878	\$ 679,812	\$ 681,172
			8.02%	3.96%	3.81%
4. Health/Welfare Plans		\$ 12,896,785			
			0.00%	0.00%	0.00%
5. Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5		\$ 75,864,123	\$ 5,049,548	\$ 2,690,495	\$ 2,695,876
			6.66%	3.33%	3.22%
6. Total Number of Bargaining Unit Employees (Use FTEs if appropriate)		1,141.87			
7. Total Compensation Average Cost per Bargaining Unit Employee		\$ 66,438	\$ 4,422	\$ 2,356	\$ 2,361
			6.66%	3.33%	3.22%

**A. Proposed Change in Compensation (Continued)**

8. What was the negotiated percentage change? For example, if the change in "Year 1" was for less than a year, what is the annualized percentage of that change for "Year 1"?

The negotiated percentage change for year one is 8.02% with 3.75% one-time.

9. Were any additional steps, columns, or ranges added to the salary schedules? (If yes, please explain.)

The salary schedule removed step 7 and now has steps 1 through 6 with a percent changes as follows: step 2 is 7% more than step 1; step 3 is 7% more than step 2; step 4 is 7% more than step 3; step 5 is 5% more than step 4; and step 6 is 3.5% more than step 5.

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

11. Does this bargaining unit have a negotiated cap for Health and Welfare benefits?

Yes ☐ No ☒

If yes, please describe the cap amount.

**B. Proposed negotiated changes in noncompensation items** (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

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.

**C. What are the specific impacts (positive or negative) on instructional and support programs to 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.)

There is not a positive or negative impact on instruction or support programs by implementing this settlement.

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

N/A

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

N/A

**F. Source of Funding for Proposed Agreement:**

1. Current Year

The source of funding of this agreement comes from ongoing LCFF sources and existing unrestricted reserves.

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years?

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.)

The source of funding of this agreement comes from ongoing LCFF sources.

Elk Grove Unified School District  
Public Disclosure of Proposed Collective Bargaining Agreement

Page 4a

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

**Unrestricted General Fund**  
Bargaining Unit: African Federation of State, County and Municipal Employees, Local

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 3/22/2022)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
<b>REVENUES</b>				
LCFF Revenue 8010-8099	\$ 611,391,073		\$ -	\$ 611,391,073
Federal Revenue 8100-8299	\$ -		\$ -	\$ -
Other State Revenue 8300-8599	\$ 12,278,676		\$ -	\$ 12,278,676
Other Local Revenue 8600-8799	\$ 2,523,793		\$ -	\$ 2,523,793
<b>TOTAL REVENUES</b>	\$ 626,193,542		\$ -	\$ 626,193,542
<b>EXPENDITURES</b>				
Certificated Salaries 1000-1999	\$ 267,546,938			\$ 267,546,938
Classified Salaries 2000-2999	\$ 71,788,725	\$ 792,297		\$ 72,581,022
Employee Benefits 3000-3999	\$ 135,433,087	\$ 267,875		\$ 135,700,962
Books and Supplies 4000-4999	\$ 30,759,565		\$ -	\$ 30,759,565
Services and Other Operating Expenditures 5000-5999	\$ 31,370,962		\$ -	\$ 31,370,962
Capital Outlay 6000-6999	\$ 10,642,072		\$ -	\$ 10,642,072
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 1,618,889		\$ -	\$ 1,618,889
Transfers of Indirect Costs 7300-7399	\$ (21,436,996)		\$ -	\$ (21,436,996)
<b>TOTAL EXPENDITURES</b>	\$ 527,723,242	\$ 1,060,172	\$ -	\$ 528,783,414
<b>OTHER FINANCING SOURCES/USES</b>				
Transfers In and Other Sources 8900-8979		\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ 722,606	\$ -	\$ -	\$ 722,606
Contributions 8980-8999	\$ (110,028,653)	\$ -	\$ -	\$ (110,028,653)
<b>OPERATING SURPLUS (DEFICIT)*</b>	\$ (12,280,959)	\$ (1,060,172)	\$ -	\$ (13,341,131)
<b>BEGINNING FUND BALANCE</b>				
9791	\$ 121,893,371			\$ 121,893,371
Audit Adjustments/Other Restatements 9793/9795				\$ -
<b>ENDING FUND BALANCE</b>	\$ 109,612,412	\$ (1,060,172)	\$ -	\$ 108,552,240
<b>COMPONENTS OF ENDING FUND BALANCE:</b>				
Nonspendable 9711-9719	\$ 1,284,367	\$ -	\$ -	\$ 1,284,367
Restricted 9740				
Committed 9750-9760		\$ -	\$ -	\$ -
Assigned 9780	\$ 12,277,223	\$ -	\$ -	\$ 12,277,223
Reserve for Economic Uncertainties 9789	\$ 21,000,000	\$ -	\$ -	\$ 21,000,000
Unassigned/Unappropriated Amount 9790	\$ 75,050,822	\$ (1,060,172)	\$ -	\$ 73,990,650

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts in Columns 1 and 4 must be positive**



Elk Grove Unified School District  
Public Disclosure of Proposed Collective Bargaining Agreement

Page 4b

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

**Restricted General Fund**

Bargaining Unit: American Federation of State, County and Municipal Employees, Local

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 3/22/2022)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) <i>Explain on Page 4i</i>	Total Revised Budget (Columns 1+2+3)
<b>REVENUES</b>				
LCFF Revenue 8010-8099	\$ 2,616,842		\$ -	\$ 2,616,842
Federal Revenue 8100-8299	\$ 221,035,841		\$ -	\$ 221,035,841
Other State Revenue 8300-8599	\$ 127,892,860		\$ -	\$ 127,892,860
Other Local Revenue 8600-8799	\$ 5,026,289		\$ -	\$ 5,026,289
<b>TOTAL REVENUES</b>	<b>\$ 356,571,832</b>		<b>\$ -</b>	<b>\$ 356,571,832</b>
<b>EXPENDITURES</b>				
Certificated Salaries 1000-1999	\$ 96,822,018	\$ -	\$ -	\$ 96,822,018
Classified Salaries 2000-2999	\$ 52,747,332	\$ -	\$ -	\$ 52,747,332
Employee Benefits 3000-3999	\$ 96,329,932	\$ -	\$ -	\$ 96,329,932
Books and Supplies 4000-4999	\$ 157,904,863		\$ -	\$ 157,904,863
Services and Other Operating Expenditures 5000-5999	\$ 34,560,857		\$ -	\$ 34,560,857
Capital Outlay 6000-6999	\$ 33,302,847		\$ -	\$ 33,302,847
Other Outgo (excluding Indirect Costs) 7100-7299	\$ 3,001,113		\$ -	\$ 3,001,113
Transfers of Indirect Costs 7300-7399	\$ 19,675,310		\$ -	\$ 19,675,310
<b>TOTAL EXPENDITURES</b>	<b>\$ 494,344,272</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 494,344,272</b>
<b>OTHER FINANCING SOURCES/USES</b>				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
Contributions 8980-8999	\$ 110,028,653	\$ -	\$ -	\$ 110,028,653
<b>OPERATING SURPLUS (DEFICIT)*</b>	<b>\$ (27,743,787)</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ (27,743,787)</b>
<b>BEGINNING FUND BALANCE</b>				
9791	\$ 51,784,760			\$ 51,784,760
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
<b>ENDING FUND BALANCE</b>	<b>\$ 24,040,973</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 24,040,973</b>
<b>COMPONENTS OF ENDING FUND BALANCE:</b>				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 24,040,973	\$ -	\$ -	\$ 24,040,973
Committed 9750-9760				
Assigned Amounts 9780				
Reserve for Economic Uncertainties 9789		\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ -	\$ -	\$ -	\$ -

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts in Columns 1 and 4 must be positive**

Elk Grove Unified School District  
Public Disclosure of Proposed Collective Bargaining Agreement

Page 4c

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

**Combined General Fund**

Bargaining Unit: American Federation of State, County and Municipal Employees, Local 25

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 3/22/2022)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
<b>REVENUES</b>				
LCFF Revenue 8010-8099	\$ 614,007,915		\$ -	\$ 614,007,915
Federal Revenue 8100-8299	\$ 221,035,841		\$ -	\$ 221,035,841
Other State Revenue 8300-8599	\$ 140,171,536		\$ -	\$ 140,171,536
Other Local Revenue 8600-8799	\$ 7,550,082		\$ -	\$ 7,550,082
<b>TOTAL REVENUES</b>	<b>\$ 982,765,374</b>		<b>\$ -</b>	<b>\$ 982,765,374</b>
<b>EXPENDITURES</b>				
Certificated Salaries 1000-1999	\$ 364,368,956	\$ -	\$ -	\$ 364,368,956
Classified Salaries 2000-2999	\$ 124,536,057	\$ 792,297	\$ -	\$ 125,328,354
Employee Benefits 3000-3999	\$ 231,763,019	\$ 267,875	\$ -	\$ 232,030,894
Books and Supplies 4000-4999	\$ 188,664,428		\$ -	\$ 188,664,428
Services and Other Operating Expenditures 5000-5999	\$ 65,931,819		\$ -	\$ 65,931,819
Capital Outlay 6000-6999	\$ 43,944,919		\$ -	\$ 43,944,919
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 4,620,002		\$ -	\$ 4,620,002
Transfers of Indirect Costs 7300-7399	\$ (1,761,686)		\$ -	\$ (1,761,686)
<b>TOTAL EXPENDITURES</b>	<b>\$ 1,022,067,514</b>	<b>\$ 1,060,172</b>	<b>\$ -</b>	<b>\$ 1,023,127,686</b>
<b>OTHER FINANCING SOURCES/USES</b>				
Transfer In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ 722,606	\$ -	\$ -	\$ 722,606
Contributions 8980-8999	\$ -	\$ -	\$ -	\$ -
<b>OPERATING SURPLUS (DEFICIT)*</b>	<b>\$ (40,024,746)</b>	<b>\$ (1,060,172)</b>	<b>\$ -</b>	<b>\$ (41,084,918)</b>
<b>BEGINNING FUND BALANCE</b>				
9791	\$ 173,678,131			\$ 173,678,131
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
<b>ENDING FUND BALANCE</b>	<b>\$ 133,653,385</b>	<b>\$ (1,060,172)</b>	<b>\$ -</b>	<b>\$ 132,593,213</b>
<b>COMPONENTS OF ENDING FUND BALANCE:</b>				
Nonspendable 9711-9719	\$ 1,284,367	\$ -	\$ -	\$ 1,284,367
Restricted 9740	\$ 24,040,973	\$ -	\$ -	\$ 24,040,973
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ 12,277,223	\$ -	\$ -	\$ 12,277,223
Reserve for Economic Uncertainties 9789	\$ 21,000,000	\$ -	\$ -	\$ 21,000,000
Unassigned/Unappropriated Amount 9790	\$ 75,050,822	\$ (1,060,172)	\$ -	\$ 73,990,650

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts in Columns 1 and 4 must be positive**



Elk Grove Unified School District  
Public Disclosure of Proposed Collective Bargaining Agreement

Page 5a

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

**Unrestricted General Fund MYP**

Bargaining Unit: Local Federation of State, County and Municipal Employees, Local 1000

Object Code	2021-22	2022-23	2023-24
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
<b>REVENUES</b>			
LCFF Revenue 8010-8099	\$ 611,391,073	\$ 626,351,711	\$ 657,814,924
Federal Revenue 8100-8299	\$ -	\$ -	\$ -
Other State Revenue 8300-8599	\$ 12,278,676	\$ 12,231,632	\$ 12,231,632
Other Local Revenue 8600-8799	\$ 2,523,793	\$ 2,523,793	\$ 2,523,793
<b>TOTAL REVENUES</b>	<b>\$ 626,193,542</b>	<b>\$ 641,107,136</b>	<b>\$ 672,570,349</b>
<b>EXPENDITURES</b>			
Certificated Salaries 1000-1999	\$ 267,546,938	\$ 276,635,666	\$ 279,693,701
Classified Salaries 2000-2999	\$ 72,581,022	\$ 67,449,186	\$ 67,572,482
Employee Benefits 3000-3999	\$ 135,700,962	\$ 148,190,068	\$ 154,325,775
Books and Supplies 4000-4999	\$ 30,759,565	\$ 24,074,137	\$ 24,074,137
Services and Other Operating Expenditures 5000-5999	\$ 31,370,962	\$ 31,689,460	\$ 32,028,854
Capital Outlay 6000-6999	\$ 10,642,072	\$ 642,072	\$ 642,072
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 1,618,889	\$ 1,618,889	\$ 1,618,889
Transfers of Indirect Costs 7300-7399	\$ (21,436,996)	\$ (11,957,966)	\$ (12,283,068)
Other Adjustments		\$ -	\$ -
<b>TOTAL EXPENDITURES</b>	<b>\$ 528,783,414</b>	<b>\$ 538,341,512</b>	<b>\$ 547,672,842</b>
<b>OTHER FINANCING SOURCES/USES</b>			
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ 722,606	\$ 722,606	\$ 722,606
Contributions 8980-8999	\$ (110,028,653)	\$ (118,957,961)	\$ (122,848,718)
<b>OPERATING SURPLUS (DEFICIT)*</b>	<b>\$ (13,341,131)</b>	<b>\$ (16,914,943)</b>	<b>\$ 1,326,183</b>
<b>BEGINNING FUND BALANCE</b>			
9791	\$ 121,893,371	\$ 108,552,240	\$ 91,637,297
Audit Adjustments/Other Restatements 9793/9795	\$ -		
<b>ENDING FUND BALANCE</b>	<b>\$ 108,552,240</b>	<b>\$ 91,637,297</b>	<b>\$ 92,963,480</b>
<b>COMPONENTS OF ENDING FUND BALANCE:</b>			
Nonspendable 9711-9719	\$ 1,284,367	\$ 1,284,367	\$ 1,284,367
Restricted 9740			
Committed 9750-9760	\$ -	\$ -	\$ -
Assigned 9780	\$ 12,277,223	\$ 14,907,378	\$ 14,912,638
Reserve for Economic Uncertainties 9789	\$ 21,000,000	\$ 20,100,000	\$ 20,400,000
Unassigned/Unappropriated Amount 9790	\$ 73,990,650	\$ 55,345,552	\$ 56,366,475

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts must be positive**

Elk Grove Unified School District  
Public Disclosure of Proposed Collective Bargaining Agreement

Page 5b

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

**Restricted General Fund MYP**

Bargaining Unit: ican Federation of State, County and Municipal Employees, Loc:

Object Code	2021-22	2022-23	2023-24
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
<b>REVENUES</b>			
LCFF Revenue 8010-8099	\$ 2,616,842	\$ 2,681,740	\$ 2,765,142
Federal Revenue 8100-8299	\$ 221,035,841	\$ 221,035,841	\$ 221,035,841
Other State Revenue 8300-8599	\$ 127,892,860	\$ 130,709,850	\$ 134,323,592
Other Local Revenue 8600-8799	\$ 5,026,289	\$ 5,026,289	\$ 5,026,289
<b>TOTAL REVENUES</b>	<b>\$ 356,571,832</b>	<b>\$ 359,453,720</b>	<b>\$ 363,150,864</b>
<b>EXPENDITURES</b>			
Certificated Salaries 1000-1999	\$ 96,822,018	\$ 99,147,881	\$ 101,568,908
Classified Salaries 2000-2999	\$ 52,747,332	\$ 53,144,011	\$ 53,541,482
Employee Benefits 3000-3999	\$ 96,329,932	\$ 99,902,353	\$ 102,706,749
Books and Supplies 4000-4999	\$ 157,904,863	\$ 157,904,863	\$ 157,904,863
Services and Other Operating Expenditures 5000-5999	\$ 34,560,857	\$ 34,837,881	\$ 35,124,601
Capital Outlay 6000-6999	\$ 33,302,847	\$ 582,200	\$ 582,200
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 3,001,113	\$ 3,001,113	\$ 3,001,113
Transfers of Indirect Costs 7300-7399	\$ 19,675,310	\$ 10,196,280	\$ 10,521,382
Other Adjustments		\$ -	\$ -
<b>TOTAL EXPENDITURES</b>	<b>\$ 494,344,272</b>	<b>\$ 458,716,582</b>	<b>\$ 464,951,298</b>
<b>OTHER FINANCING SOURCES/USES</b>			
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -
Contributions 8980-8999	\$ 110,028,653	\$ 118,957,961	\$ 122,848,718
<b>OPERATING SURPLUS (DEFICIT)*</b>	<b>\$ (27,743,787)</b>	<b>\$ 19,695,099</b>	<b>\$ 21,048,284</b>
<b>BEGINNING FUND BALANCE</b>			
9791	\$ 51,784,760	\$ 24,040,973	\$ 43,736,072
Audit Adjustments/Other Restatements 9793/9795	\$ -		
<b>ENDING FUND BALANCE</b>	<b>\$ 24,040,973</b>	<b>\$ 43,736,072</b>	<b>\$ 64,784,356</b>
<b>COMPONENTS OF ENDING FUND BALANCE:</b>			
Nonspendable 9711-9719	\$ -	\$ -	\$ -
Restricted 9740	\$ 24,040,973	\$ 43,736,072	\$ 64,784,356
Committed 9750-9760			
Assigned 9780			
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ -	\$ -	\$ -

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts must be positive**



Elk Grove Unified School District  
Public Disclosure of Proposed Collective Bargaining Agreement

Page 5c

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

**Combined General Fund MYP**

Bargaining Unit: Local Federation of State, County and Municipal Employees, Local 1000

Object Code	2021-22	2022-23	2023-24
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
<b>REVENUES</b>			
LCFF Revenue 8010-8099	\$ 614,007,915	\$ 629,033,451	\$ 660,580,066
Federal Revenue 8100-8299	\$ 221,035,841	\$ 221,035,841	\$ 221,035,841
Other State Revenue 8300-8599	\$ 140,171,536	\$ 142,941,482	\$ 146,555,224
Other Local Revenue 8600-8799	\$ 7,550,082	\$ 7,550,082	\$ 7,550,082
<b>TOTAL REVENUES</b>	<b>\$ 982,765,374</b>	<b>\$ 1,000,560,856</b>	<b>\$ 1,035,721,213</b>
<b>EXPENDITURES</b>			
Certificated Salaries 1000-1999	\$ 364,368,956	\$ 375,783,547	\$ 381,262,609
Classified Salaries 2000-2999	\$ 125,328,354	\$ 120,593,197	\$ 121,113,964
Employee Benefits 3000-3999	\$ 232,030,894	\$ 248,092,421	\$ 257,032,524
Books and Supplies 4000-4999	\$ 188,664,428	\$ 181,979,000	\$ 181,979,000
Services and Other Operating Expenditures 5000-5999	\$ 65,931,819	\$ 66,527,341	\$ 67,153,455
Capital Outlay 6000-6999	\$ 43,944,919	\$ 1,224,272	\$ 1,224,272
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 4,620,002	\$ 4,620,002	\$ 4,620,002
Transfers of Indirect Costs 7300-7399	\$ (1,761,686)	\$ (1,761,686)	\$ (1,761,686)
Other Adjustments		\$ -	\$ -
<b>TOTAL EXPENDITURES</b>	<b>\$ 1,023,127,686</b>	<b>\$ 997,058,094</b>	<b>\$ 1,012,624,140</b>
<b>OTHER FINANCING SOURCES/USES</b>			
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ 722,606	\$ 722,606	\$ 722,606
Contributions 8980-8999	\$ -	\$ -	\$ -
<b>OPERATING SURPLUS (DEFICIT)*</b>	<b>\$ (41,084,918)</b>	<b>\$ 2,780,156</b>	<b>\$ 22,374,467</b>
<b>BEGINNING FUND BALANCE</b>			
9791	\$ 173,678,131	\$ 132,593,213	\$ 135,373,369
Audit Adjustments/Other Restatements 9793/9795	\$ -		
<b>ENDING FUND BALANCE</b>	<b>\$ 132,593,213</b>	<b>\$ 135,373,369</b>	<b>\$ 157,747,836</b>
<b>COMPONENTS OF ENDING FUND BALANCE:</b>			
Nonspendable 9711-9719	\$ 1,284,367	\$ 1,284,367	\$ 1,284,367
Restricted 9740	\$ 24,040,973	\$ 43,736,072	\$ 64,784,356
Committed 9750-9760	\$ -	\$ -	\$ -
Assigned 9780	\$ 12,277,223	\$ 14,907,378	\$ 14,912,638
Reserve for Economic Uncertainties 9789	\$ 21,000,000	\$ 20,100,000	\$ 20,400,000
Unassigned/Unappropriated Amount 9790	\$ 73,990,650	\$ 55,345,552	\$ 56,366,475

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts must be positive**

Elk Grove Unified School District  
Public Disclosure of Proposed Collective Bargaining Agreement

Page 6

**I. 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)	\$ 1,023,850,292	\$ 997,780,700	\$ 1,013,346,746
b.	Less: Special Education Pass-Through Funds		\$ -	\$ -
c.	Net Expenditures, Transfers Out, and Uses	\$ 1,023,850,292	\$ 997,780,700	\$ 1,013,346,746
d.	State Standard Minimum Reserve Percentage for this District <b>Enter percentage →</b>	2.00%	2.00%	2.00%
e.	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)	\$ 20,477,006	\$ 19,955,614	\$ 20,266,935

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

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$ 21,000,000	\$ 20,100,000	\$ 20,400,000
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ 73,990,650	\$ 55,345,552	\$ 56,366,475
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9789)	\$ -	\$ -	\$ -
d.	Special Reserve Fund (Fund 17) Budgeted Unassigned/Unappropriated Amount (9790)	\$ -	\$ -	\$ -
e.	Total Available Reserves	\$ 94,990,650	\$ 75,445,552	\$ 76,766,475
f.	Reserve for Economic Uncertainties Percentage	9.28%	7.56%	7.58%

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

2021-22  
2022-23  
2023-24

Yes ☒  
Yes ☒  
Yes ☒

No ☐  
No ☐  
No ☐

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

Elk Grove Unified School District  
Public Disclosure of Proposed Collective Bargaining Agreement

Page 7

**I. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES (CONTINUED)**

5. Does the Total Compensation Increase/(Decrease) on Page 1, Section A, #5 agree with the Total Increase/(Decrease) for all funds as a result of the settlement(s)? Please explain any variance.

Total Compensation Increase/(Decrease) on Page 1, Section A, #5	\$	5,049,548
General Fund balance Increase/(Decrease), Page 4c, Column 2	\$	(1,060,172)
Adult Education Fund balance Increase/(Decrease), Page 4d, Column 2	\$	-
Child Development Fund balance Increase/(Decrease), Page 4e, Column 2	\$	-
Cafeteria Fund balance Increase/(Decrease), Page 4f, Column 2	\$	-
Other Fund balance Increase/(Decrease), Page 4g, Column 2	\$	-
Other Fund balance Increase/(Decrease), Page 4h, Column 2	\$	-
Total all fund balances Increase/(Decrease) as a result of the settlement(s)	\$	(1,060,172)
Variance		\$ 3,989,376

**Variance Explanation:**

The variance of \$4 million is costs of the agreement currently in the board approved budget.

6. Will this agreement create or increase deficit financing in the current or subsequent years?

"Deficit Financing" is defined to exist when a fund's expenditures and other financing uses exceed its revenues and other financing sources in a given year. If a deficit is shown below, provide an explanation and any deficit reduction plan, as necessary.

General Fund Combined	Surplus/ (Deficit)	(Deficit) %	Deficit primarily due to:
Current FY Surplus/(Deficit) before settlement(s)?	\$(40,024,746)	(3.9%)	One-time salary compensation to employee
Current FY Surplus/(Deficit) after settlement(s)?	\$(41,084,918)	(4.0%)	One-time salary compensation to employee
1st Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ 2,780,156	0.3%	
2nd Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ 22,374,467	2.2%	

**Deficit Reduction Plan (as necessary):**

N/A

7. Were "Other Adjustments" amount(s) entered in the multiyear projections (pages 5a and 5b) for 1st and 2nd Subsequent FY?

"Other Adjustments" could indicate that a budget reduction plan was/is being developed to address deficit spending, and to rebuild reserves. Any amount shown below must have an explanation. If additional space is needed, attach a separate sheet, or use page 8a.

MYP	Amount	"Other Adjustments" Explanation
1st Subsequent FY Unrestricted, Page 5a	\$ -	
1st Subsequent FY Restricted, Page 5b	\$ -	
2nd Subsequent FY Unrestricted, Page 5a	\$ -	
2nd Subsequent FY Restricted, Page 5b	\$ -	



Elk Grove Unified School District  
Public Disclosure of Proposed Collective Bargaining Agreement

Page 8

**J. CERTIFICATION NO. 1: CERTIFICATION OF THE DISTRICT'S ABILITY TO MEET THE COSTS OF THE COLLECTIVE BARGAINING AGREEMENT**

This certification page must be signed by the district's Superintendent and Chief Business Official at the time of public disclosure and is intended to assist the district's Governing Board in determining whether the district can meet the costs incurred under the tentative Collective Bargaining Agreement in the current and subsequent years. The absence of a certification signature or if "I am unable to certify" is checked should serve as a "red flag" to the district's Governing Board.

In accordance with the requirements of Government Code Sections 3540.2 and 3547.5, the Superintendent and Chief Business Official of the Elk Grove Unified School District, hereby certify that the District can meet the costs incurred under this Collective Bargaining Agreement during the term of the agreement from July 1, 2020 to June 20, 2022.

**Board Actions**

The board actions necessary to meet the cost of the agreement in each year of its term are as follows:

Current Year

**Budget Adjustment Categories:**

Revenues/Transfers In and Other Sources/Contributions  
Expenditures/Transfers Out and Other Uses  
Ending Balance(s) Increase/(Decrease)

**Budget Adjustment  
Increase/(Decrease)**

\$	-
\$	1,060,172
\$	(1,060,172)

Subsequent Years

**Budget Adjustment Categories:**

Revenues/Transfers In and Other Sources/Contributions  
Expenditures/Transfers Out and Other Uses  
Ending Balance(s) Increase/(Decrease)

**Budget Adjustment  
Increase/(Decrease)**

\$	-
\$	-
\$	-

**Budget Revisions**


If the district does not adopt and submit within 45 days all of the revisions to its budget needed in the current year to meet the costs of the agreement at the time of the approval of the proposed collective bargaining agreement, the county superintendent of schools is required to issue a qualified or negative certification for the district on its next interim report.

**Assumptions**

See attached page for a list of the assumptions upon which this certification is based.

**Certifications**

☒ I hereby certify ☐ I am unable to certify

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

  
\_\_\_\_\_  
Date

☒ I hereby certify ☐ I am unable to certify

  
\_\_\_\_\_  
Chief Business Official  
(Signature)

  
\_\_\_\_\_  
Date

**Special Note:** The Sacramento County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.

**Assumptions and Explanations** (enter or attach documentation)

The assumptions upon which this certification is made are as follows:

With the adoption of State's 2021-2022 budget the District adjusted its budget and underlying assumptions to reflect the revised COLA increases as well the unemployment insurance rate, amongst other variables.

With increased ongoing revenue pursuant to the State's 2021-2022 Budget a new multi-year projection (MYP) was developed for the unrestricted general fund. Based on the updated MYP District Staff was prepared and authorized to offer a 4% ongoing compounded salary adjustment along with a one-time off-schedule payment of 2% as well as additional ongoing and one-time authorizations for various interests of the District and Bargaining Units. The goal being to provide employees with a 2% ongoing increase for 2020-2021 and an additional 2% ongoing increase for 2021-2022 and one-time off schedule payment of 2% based on the 2021-22 new salary schedules.

The ongoing cost to the unrestricted general for this proposal was approximately \$23 million and the one-time cost was approximately \$11 million for all 6 bargaining units and one (1) meet and confer organization. The ongoing costs of the District's proposal is to be funded going forward from ongoing LCFF revenue using the current and two out year COLA's in the 2021-2022 State budget (5.07%, 2.48% and 3.11% respectively).

This tentative agreement does create deficit spending in the 2021-2022 fiscal year, however in reviewing the unrestricted general fund's ongoing revenue sources and conservative expenditure budgeting this tentative agreement allows for a surplus in the third year of the current MYP. Therefore, this tentative agreement, which we are certifying, is fiscally solvent under the District's current budget and as such the District is able to meet its financial obligations, while also maintaining a healthy reserve throughout the MYP.

**ELK GROVE UNIFIED SCHOOL DISTRICT**  
Finance & School Support

**2021/22 BUDGET DEVELOPMENT  
MULTI YEAR PROJECTIONS**

**GENERAL FUND UNRESTRICTED BUDGET**

ITEM	2021-22 45 DAY REVISE	2022-23	2023-24	2024-25	
State Revenue	\$ 629,943,022	\$ 630,009,256	\$ 630,009,780	\$ 630,010,318	
Estimated 2022-23 (2.48%)		<b>15,467,045</b>	15,467,045	15,467,045	
Estimated 2023-24 (3.11%)			<b>26,192,882</b>	26,192,882	
Estimated 2024-25 (3.54%)				<b>23,131,402</b>	
Contributions/Transfers	(110,716,128)	(117,063,298)	(121,138,490)	(125,782,109)	
Salary and Benefits	(463,373,458)	(474,478,545)	(483,605,236)	(505,397,754)	
Ongoing 2.00% All Units 7/1/2020	<b>(10,981,446)</b>	(10,981,446)	(10,981,446)	(10,981,446)	
Ongoing 2.25% All Units 7/1/2021	<b>(12,601,208)</b>	(12,601,208)	(12,601,208)	(12,601,208)	
One-time 2.00% All Units	<b>(11,201,074)</b>				
Supplies and Operating	(51,218,723)	(51,288,453)	(51,627,736)	(52,073,927)	
Indirect and Transfers	10,865,522	10,213,561	10,507,420	11,315,677	
<b>SURPLUS/(DEFICIT)</b>	<b>\$ (19,283,493)</b>	<b>\$ (10,723,088)</b>	<b>\$ 2,223,011</b>	<b>\$ (719,120)</b>	
Estimated Beginning Fund Balance	101,042,859	81,759,366	71,036,278	73,259,289	
<b>Ending Fund Balance</b>	<b>81,759,366</b>	<b>71,036,278</b>	<b>73,259,289</b>	<b>72,540,169</b>	10.43%
Contingency Mandated 2% Reserve	17,021,329	17,021,329	17,021,329	16,782,157	
AV Install Project Title I Sites	10,000,000	10,000,000	10,000,000	10,000,000	
Arbinger Professional Development	1,641,026	1,641,026	1,641,026	1,641,026	
<b>UNDESIGNATED</b>	<b>\$ 53,097,011</b>	<b>\$ 42,373,923</b>	<b>\$ 44,596,934</b>	<b>\$ 44,116,986</b>	6.95%



# ELK GROVE UNIFIED SCHOOL DISTRICT

Finance & School Support

## 2021/22 BUDGET DEVELOPMENT MULTI YEAR PROJECTIONS

### GENERAL FUND UNRESTRICTED BUDGET

ITEM	2021-22 FINAL 2ND INTERIM	2022-23	2023-24	
State Revenue	\$ 626,193,542	\$ 626,193,542	\$ 626,193,542	
Estimated 2022-23 (5.33%)		<b>14,913,594</b>	14,913,594	
Estimated 2023-24 (3.61%)			<b>31,463,213</b>	
Contributions/Transfers	(110,751,259)	(119,680,568)	(123,571,325)	
Salary and Benefits	(474,768,750)	(492,274,920)	(501,591,958)	
Supplies and Operating	(72,772,599)	(56,405,669)	(56,745,063)	
Indirect and Transfers	19,818,107	10,339,077	10,664,179	
<b>SURPLUS/(DEFICIT)</b>	<b>\$ (12,280,959)</b>	<b>\$ (16,914,944)</b>	<b>\$ 1,326,182</b>	
Estimated Beginning Fund Balance	121,893,371	109,612,412	92,697,468	
<b>Ending Fund Balance</b>	<b>109,612,412</b>	<b>92,697,468</b>	<b>94,023,650</b>	9.28%
Contingency Mandated 2% Reserve	22,284,367	21,384,367	21,684,367	
Anticipated Loss of UPP	7,916,695	7,916,695	7,916,695	
2020-21 Supple/Concen. Bal	2,719,502	2,719,502	2,719,502	
Transportation Driver Supple Pay	-	2,630,155	2,635,415	
Professional Development (Arbinger)	1,641,026	1,641,026	1,641,026	
<b>UNDESIGNATED</b>	<b>\$ 75,050,822</b>	<b>\$ 56,405,723</b>	<b>\$ 57,426,645</b>	5.67%

**K. CERTIFICATION NO. 2**

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

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Collective Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Sections 3540.2(a) and 3547.5.

Elk Grove Unified

**District Name**

**District Superintendent**  
(Signature)

**Date**

Shannon Hayes

**Contact Person**

916-686-7744

**Phone**

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on May 17, 2022, took action to approve the proposed agreement with the American Federation of State, County and Municipal Employees, Local 258 Bargaining Unit(s).

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

**Date**

**Special Note:** The Sacramento County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.

Tentative Agreement  
Between  
Elk Grove Unified School District  
And  
American Federation of State, County, and Municipal Employees, Local 258  
Regarding  
2020-2021 and 2021-2022

April 8, 2022

The Elk Grove Unified School District ("District") and the American Federation of State, County, and Municipal Employees, Local 258 ("AFSCME"), collectively referred to as the "Parties", 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 AFSCME will continue to meet and confer regarding changes to safety protocols. AFSCME will cooperate with the District in any necessary public health actions.

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 AFSCME salary schedules consistent with the attached 2020-2021 #21 AFSCME salary schedule.

b. 2021-2022 (2%).

Effective July 1, 2021, two percent (2%) shall be added to the new 2020-2021 #21 AFSCME salary schedules consistent with the attached 2021-2022 #21 salary schedule.

c. The Parties agree that the section 2(a) and section 2(b) retroactive payments shall not apply to any supplemental pay and overtime pay for work performed during 2020-2021 and 2021-2022 school years.



d. Unfreeze Steps 5/6.

i. Effective upon ratification of this Tentative Agreement by both Parties and retroactive to July 1, 2021, the Parties agree that step 6 of the 2021-2022 salary schedule shall be eliminated, and the new 2021-2022 AFSCME salary schedule shall be comprised of a total of 6 steps consistent with the attached and revised new 2021-2022 school year AFSCME salary schedule.

ii. The Parties agree to revise Section 8.2 of the Parties' collective bargaining agreement, titled Schedule Structure, as follows:

8.2.1 The 2021-2022 AFSCME salary schedule, #21, shall be consistent with the attached 2021-2022 salary schedule. The 2020-2021 salary schedule, #21, is incorporated by this reference into the parties' collective bargaining agreement.

The difference between Step 1 and Step 2 is 7%.

The difference between Step 2 and Step 3 is 7%.

The difference between Step 3 and Step 4 is 7%.

The difference between Step 4 and Step 5/6 is 5%.

The difference between Step 5/6 and Step 7 6 is 3.5%.

3. 2021-2022 One-time Compensation.

a. AFSCME Bargaining Unit members, hired as AFSCME unit members on June 30, 2021 or before that date as AFSCME unit members and who worked continuously as AFSCME unit members without a break in paid service since June 30, 2021 through and including through April 8, 2022, shall receive a one-time off-of-the-schedule payment of one thousand, seven hundred dollars, and no cents (\$1,700.00). To be eligible for this one-time payment, the unit member must also be in uninterrupted/continuous paid status with the District as an AFSCME unit member from June 30, 2021 through and including on April 8, 2022. This one-time off-of-the-schedule payment shall not be prorated for less than full time unit members.

b. AFSCME Bargaining Unit members, hired as AFSCME unit members on July 1, 2021 or after <sup>that</sup> date as AFSCME unit members and who worked continuously as AFSCME unit members without a break in paid service since July 1, 2021 through and including through April 8, 2022, shall receive a one-time off-of-the-schedule payment of four hundred dollars and no cents (\$400). To be eligible for this one-time payment, the unit member must also be in uninterrupted/continuous paid status with the District as an AFSCME unit member from July 1, 2021 through and including on April 8, 2022. This one-time off-of-the-schedule payment shall not be prorated for less than full time unit members.

DR  
etc

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

a. AFSCME 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. If the training is completed outside of the regular full time work day, the overtime provisions included in the collective bargaining agreement shall apply.

c. If full implementation of the training during the 2021-2022 school year does not occur, the parties shall meet and confer to discuss alternative means by which the training will be extended into a subsequent school year.

5. Comparability Study.

The Parties agree to participate in a comparability study.

6. NEW. Bereavement Leave, Sections 7.3.1(i) and 7.3.7

Effective January 1, 2022, the Parties agree to replace sections 7.3.1 (i) and 7.3.7 of the Parties' collective bargaining agreement as follows:

~~7.3.1 (i). Immediate family referred to throughout Article 7 shall mean the mother, father, husband, wife, registered domestic partner, son, daughter, brother, sister, grandfather, grandmother, grandson, granddaughter, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepchildren, foster parents, foster children, parents of the registered domestic partner, or any relative living in the immediate household of the employee~~

New 7.3.1. Immediate family referred to throughout Article 7 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, stepparent, 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. -

~~7.3.7 Bereavement a. Unit members shall be granted three (3) days paid leave of absence on account of death of any member of his/her immediate family or five (5) days if out of state travel is required. If the loss is of a spouse, registered domestic partner, or a child, unit members shall be granted ten (10) days of bereavement leave. Prior approval is not required.~~

New 7.3.7 Requirements. 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 7.3.1 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.

## 7. Paid Pregnancy Disability Leave

Effective January 1, 2022, delete existing section 7.3.15 and replace with new section 7.3.15 as follows:

### 7.3.15 Pregnancy Disability Leave

~~a. Pregnancy Disability leave provided by this section is a paid leave of absence prior to or after the birth of the baby for a length of time specified by your attending physician.~~

~~b. 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 Human Resources which verifies the duration of the disability. Upon such verification, the unit member shall be entitled to use sick leave.~~

~~c. Request for such leave shall be submitted to Human Resources at least three (3) weeks prior to the anticipated date on which the leave is to commence whenever possible.~~

New 7.3.15 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 and consistent with section 17.2.3.

## 8. ARTICLE 2: UNION RIGHTS

The Parties agree to the following revisions to Article 2 regarding Union Rights:

### 2.4 Dues and Payroll Deductions

2.4.1 Payroll deductions for membership dues in the Union shall be provided by the District for members who sign and deliver to the Payroll Office the appropriate form authorizing such deductions.

2.4.2 Payroll deductions for annuities, credit union, District-sponsored health plans, or any other plans jointly agreed to by the District and the Union shall be provided for bargaining unit members who sign and deliver to the District the appropriate forms authorizing such deductions.

2.4.3 The deduction of prorated annual dues ~~and service fees~~ shall be made from the paycheck each month for twelve (12) months beginning in July and ending in June of each fiscal year. The District will remit promptly to the Union all monies so deducted, accompanied by a list of ~~employees~~ bargaining unit members from whom the deductions have been made.

2.4.4 Bargaining Unit members may designate on the Union's dues deduction form an opportunity for voluntary political deductions.



2.4.5 Bargaining Unit members employed for less than a full school year shall pay dues to the Union in an amount that is directly proportionate to the weeks they were employed in the school year. A schedule of rates to be paid under this section will be provided to the District by the Union.

2.4.6 If membership dues ~~or service fees~~ are deducted by the Governing Board from the pay of any person and turned over to the union and the person does not owe the same, the Union shall, upon receipt of a written request, return such funds to the employee affected.

~~2.4.7 All unit members shall become members of the Union or pay a monthly service fee equal to that share of the Union's annual dues appropriately attributable to those services set out in AB 1960 as compensable union activities for the duration of this Agreement.~~

~~a. Unit members may elect to pay the above service fee directly to the Union by notifying the Payroll Office that such fee will be paid directly to the Union.~~

~~b. Upon written notice from the Union to the District of failure to comply with Section~~

~~2.4.7 of this Article, the District shall put said unit member on payroll deduction for the appropriate amount of the fee on the next pay warrant. Such notice will include the name of the employee and the amount to be deducted.~~

~~c. Payroll deductions of the fee for unit members who elect not to join the union shall commence upon receipt by the District of the signed payroll deduction authorization. Such authorization shall include the name of the unit member(s) from whom service fees are to be deducted.~~

~~d. Those employees who elect to be members shall remain members of AFSCME for the duration of the contract, except that the employee may provide notice of his or her election to return to fee payer status within 30 days prior to contract expiration or after the contract has expired.~~

~~2.4.8 Any unit member who belongs to a religious group or church whose long-standing teachings have historically forbidden joining or supporting Unions and so demonstrates in writing to the satisfaction of the Union shall pay such fee to the union which shall then contribute such fees to an established charitable organization as set forth below.~~

- ~~• American Red Cross~~
- ~~• American Cancer Society~~
- ~~• Elk Grove Unified School District Scholarship Fund~~
- ~~• United Way~~



2.4.7 The Union and the ~~bargaining unit members~~ shall indemnify and hold the District, board members, employees, and agents of the District harmless for any and all claims, demands, suits or any other action arising from this Article, and shall pay the full legal costs in any action or proceeding brought against the District related in any way to the terms and implementation by virtue of this Article.

## 9. ARTICLE 5 WORKING CONDITIONS

The Parties agree to the following revisions to Article 5, Working Conditions:

### 5.1 Definitions

- 5.1.1 Permanent Employee: Employees hired on either a full-time or part-time basis, with the understanding that their employment will continue as long as their work and conduct meet the requirements of the District. However, the employees will not be officially designated permanent until the probationary period has been rendered in a satisfactory manner.
- 5.1.2 Short-term Employee: Pursuant to California Education Code § 45103(d)(2) and 45103(d)(3), any person who is employed to perform a service for the district upon the completion of which the service required or similar services will not be extended or needed on a continuing basis. Substitute and short-term employees, employed and paid for less than 75 percent of a school year shall not be a part of the classified service nor members of the bargaining unit. "Seventy-five percent of a school year" means 195 working days, including holidays, sick leave, vacation and other leaves of absence, irrespective of number of hours worked per day.
- 5.1.3 Substitute: Pursuant to California Education Code § 45103(d)(1), any person employed to replace a classified employee who is temporarily absent from duty, while a position is posted, and/or filling a position for not longer than sixty (60) work days".
- 5.1.4 Probationary Employee: An employee who is serving the District in a position will become a regular or permanent employee after the probationary period has been served.
- 5.1.5 Probationary Period: The probationary period for all new employees shall be a period of six (6) months of probationary service or 130 days of paid service, whichever is longer in a class.
  - a. In the case of a classified employee who has regular or permanent status, but who is promoted to a higher classification, there is a six (6)-month probationary service period or 130 days of paid service, whichever is longer in the new classification. The parties agree that a reclassification into a new position shall not result in a new probationary period.

- b. All employees in positions subject to this contract, who have been employees for a period of six (6) months or longer 130 days of paid service, whichever is longer, shall be deemed to have permanent status; and those who have served less than six (6) months or 130 days of paid service, whichever is longer, shall have probationary status until they shall have served six (6) months of probationary service or 130 days of paid service, whichever is longer in a class.
- 5.1.6 Proportional Credit: For the purpose of prorating service for District benefits, probationary time, eligibility for step increment and salary, 173.33 hours of employment shall equal one month of full-time service.
- 5.4 Assignment-Shifts-Hours
  - 5.4.1 If there are no volunteers for changes in hours, the assignment will be done on the basis of seniority. Ten (10) work days will be allowed for the transition except in exigent circumstances.
  - 5.4.2 In the event of a vacancy, all other things being equal, permanent employees, who have been in their current position for one year or more and who request in writing to change shifts shall be given shift assignment preference on the basis of seniority within their job site/department.
  - 5.4.3 Split shifts which require a current employee to modify his or her hours shall be negotiated between the District and AFSCME. Current split shifts will be grand parented. Additional hours added to current positions which split shifts will not be subject to negotiation.
  - 5.4.4 Assignment of School Security Specialists and School Police & Security Dispatcher Assistant, School Police & Security Dispatchers may be a four (4) day, forty (40) hour work week, a 9-8-80, or a work schedule as determined necessary by the Associate Superintendent, Human Resources or Designee.
- 5.7 Uniforms
  - 5.7.1 A uniform allocation will be provided for Campus Supervisors, Custodial, Food and Nutrition Services, Grounds, Maintenance, Purchasing Warehouse/Print Shop, and School Security Specialists for wear while on duty. School logo shirts are not considered a part of uniform allocation, but may be used.
    - a. All Custodians and Campus Supervisors will be provided with five (5) industrial shirts annually and one (1) jacket every three (3) years.
    - b. Food and Nutrition Services, excluding Food Nutrition Services Warehouse, will be provided an apron as no uniform is required.



c. Food and Nutrition Services Warehouse unit members will be provided with:

- i. Five (5) industrial shirts annually.
- ii. One (1) jacket every (3) years.
- iii. Insulated safety (steel-toed) footwear every year.
- iv. The District will identify two (2) retail locations where appropriate Safety Footwear may be purchased and develop a process for remittal to identified retailers.
- v. The maximum allowance for Safety Footwear will be \$160.00 per pair plus applicable taxes every year.
- vi. Unit members for whom safety footwear is provided are required to wear this footwear during working hours.

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

- i. Safety (steel-toed or composite toed) footwear every year.
- ii. The District will identify two (2) retail locations where appropriate Safety Footwear may be purchased and develop a process for remittal to identified retailers.
- iii. The maximum allowance for Safety Footwear will be \$160.00 per pair plus applicable taxes every year.
- iv. Unit members for whom safety footwear is provided are required to wear this footwear during working hours.

e. Purchasing Warehouse/ Print Shop unit members will be provided with: OK

- i. Five (5) industrial shirts annually.
- ii. One (1) jacket every (3) years.
- iii. Safety (steel-toed or composite toed) footwear every year.
- iv. The District will identify two (2) retail locations where appropriate Safety Footwear may be purchased and develop a process for remittal to identified retailers.
- v. The maximum allowance for Safety Footwear will be \$160.00 per pair plus applicable taxes every year.
- vi. Unit members for whom safety footwear is provided are required to wear this footwear during working hours.



- f. School Security Specialists - See Article 14 for uniform allocation.
- 5.7.2 Only probationary/permanent employees are eligible for the uniform allocation.
- 5.7.3 Uniform articles, keys and badges, remain the property of the District and must be returned upon request by the District at the end of unit members' employment with the District.
- 5.7.4 Employees issued uniforms are required to wear them while carrying out the duties and responsibilities of their position.
- 5.7.5 Uniform specifications (color, material, styling, etc.) are governed by the Elk Grove Unified School District. Clothing items not complying with specifications are not to be worn unless approved by the Department Supervisor.

The color of uniforms will be recommended by the Section 5.7.8 Committee:

Campus Supervisors	black
Custodial	blue
Food & Nutrition Services <del>warehouse</del> <u>Warehouse</u>	gray
	pinstriped
Grounds	green
Maintenance	gray
Maintenance Painters	white shirts
Purchasing <del>warehouse/</del> <u>Warehouse/ Print Shop</u>	tan

- 5.7.6 Employees required to wear uniforms must begin each work day clean, neat and attired in properly fitting prescribed uniforms. Uniform items, and pants with visible areas of wear or disrepair will not be worn, but shall be replaced as quickly as possible by the District. Certain positions may be required to wear long pants to ensure safety when performing safety-sensitive tasks.
- 5.7.7 Inclement weather gear including rain boots, rain jackets, and rain pants, ~~if determined necessary by the supervisor,~~ will be available to each work site for employees to work outside during inclement weather.
- 5.7.8 District-Provided Wear

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

- 5.7.9 The District agrees to make a reasonable effort to deliver uniforms to unit members by December 1st of each year.



## 10. ARTICLE 6 EMPLOYMENT PRACTICE

The Parties agree to the following revisions to Article 6 regarding Employment Practices:

### 6.5 Promotion

6.5.1 The District shall first consider unit members in good standing and who meet the minimum requirements for promotional advancement within a defined classification before considering substitutes and external applicants. Unit members shall serve a probationary period in the new position of six (6) months pursuant to Article 6.6.4.

6.5.2 Internal applicants for a position will be screened for qualifications and unit members will be excused from work, when necessary, to participate in an EGUSD interview process.

6.5.3 The District Promotional Report, ~~will be available to AFSCME upon request.~~ included in the District's Personnel Actions document as a part of the Board meeting Consent Agenda, will be provided to the AFSCME President during the regularly scheduled labor meetings with Human Resources or upon request from the AFSCME President, as needed.

6.5.4 Training opportunities to enhance promotability will be available to those who request.

## 11. ARTICLE 7 HOLIDAYS/ VACATIONS/ LEAVES

The Parties agree to the following revisions to Article 7, regarding Holidays:

### 7.1 Holidays

7.1.1 The following fifteen (15) holidays will be designated on the annually negotiated classified calendar.

Independence Day  
Labor Day  
Veterans Day  
Thanksgiving Day  
Day Before and After Thanksgiving Day  
Local Holiday of December 25  
Last Working Day Before Local Holiday of December 25  
New Year's Day  
Last Working Day Before New Year's  
Day Martin Luther King Jr. Day  
Lincoln Day  
Washington Day  
~~One Local Holiday 2-Working Day following the Local Holiday of December 25~~  
Memorial Day

~~<sup>2</sup> Depending on work calendar and site/department needs, Local Holiday will be taken EITHER the Friday of Spring Break OR the Working Day following the Local Holiday of December 25. The decision as to which will be which shall be communicated to the affected employees. Annually, each department/each site shall notify employees of designated holidays.~~

7.1.2 On March 31, or on the day determined by the governing board, public schools and educational institutions may include exercises, funded through existing resources, commemorating and directing attention to the history of the farm labor movement in the United States and particularly the role therein of Cesar Chavez. AFSCME desires to coordinate with our other bargaining units ways in which the celebration may be cooperatively planned and implemented.

7.1.3 Employees will receive those holidays falling within their work year. Holidays falling within the employee's vacation period do not count as vacation days.

7.1.4 If a holiday falls on a Saturday, the day provided for the holiday will be the day before. If the holiday falls on a Sunday, the day provided for the holiday will be the day after.

## 12. ARTICLE 10 PROFESSIONAL GROWTH

The Parties agree to the following revisions to Article 10, Professional Growth:

### 10.1 Professional Growth

10.1.1 It is the policy of the Board of Education to aid and encourage in any way possible the growth of employees in knowledge and skills pertaining to their jobs and to provide opportunities in the form of workshops, etc., for such growth.



- a. The District agrees to form a balanced committee with AFSCME to address the professional growth training needs of AFSCME unit members.
- b. The District agrees to identify its training concerns and share them with community colleges, adult schools, ~~and~~ other accredited institutions, trade/vocational schools, and other vendors or organizations who may provide training, to assist AFSCME in meeting the career development of unit members. The District reserves the right to approve the specific trainings and training providers.
- c. The District agrees to work with AFSCME to increase the number of workshops and seminars for classified employees, including day, evening, and weekend classes at area community colleges, adult schools, ~~and other~~ accredited institutions, trade/vocational schools, and other training provided by vendors or other organizations. The District reserves the right to approve the specific trainings and training providers.
- d. The District will initiate a program of initial and recurring training for managers in evaluation and discipline of classified employees.

10.1.2 Classified employees may be expected to attend a reasonable number of in-service training meetings, workshops, etc. Hours earned will be reflected as in-service credit, as negotiated in Article 8, Section 8.2.2, if participation is outside the scheduled work day.

10.1.3 Purposeful staff meetings develop growth cohesiveness by promoting growth through group communication. Meetings should be held regularly. Through such meetings, the classified staff is given an opportunity to receive and understand administration procedures, to become familiar with the aims and purposes of the philosophy of the schools for the continuing improvement of all school operations and facilities.

### 13. ARTICLE 7 HOLIDAYS/ VACATIONS/ LEAVES

The Parties agree to the following revisions to Article 7 regarding Vacations.

#### 7.2 Vacations

##### 7.2.1 Definitions:

Day: A "Day" for the purposes of vacation is equal to a bargaining unit member's number of regular contract hours per day

Month: A calendar month beginning on the first day of the calendar month and ending on the last day of the month.



Fiscal year: The period from July 1 to June 30.

- a. Any employee beginning work prior to the 16th day of the month will be considered (for vacation purposes only) to have begun work on the first day of the month.
- b. Any employee starting to work after the 15th day of the month will be considered (for vacation purposes only) to have begun work on the first day of the following month.
- c. Any employee terminating after the 15th day of the month, will be considered (for vacation purposes only) to have terminated work on the last day of the month.
- d. Any employee terminating before the 16th day of the month will be considered (for vacation purposes only) to have terminated on the last day of the preceding month.

#### 7.2.2 General Provisions:

All regularly employed classified ~~employees~~ bargaining unit members working full or part time shall receive vacation as follows:

- a. Bargaining unit members who are employed full time are allowed the number of work days of vacation with pay each year as specified in Section 7.2.3.
- b. Less than one (1) year of service earns vacation in proportion to paid service. ~~the time served.~~
- c. Part time ~~employees~~ bargaining unit members on regular contract earn vacation which is prorated in proportion to paid service. ~~according to the time served.~~
- d. ~~Summer school employees~~ Bargaining unit members who work Summer School shall earn sick leave or vacation as provided in Section 45102 and any other applicable sections of the California Education Code.
- e. The term of employment to be used for determining vacation time shall be based on the proportion of paid service ~~time served~~ by the employee during the fiscal year July 1 to June 30 of the following year.



f. Absence from duty of a member of the classified staff due to accident, bereavement, illness, quarantine, jury duty, being subpoenaed as a trial witness, or in response to a governmental summons not caused by his/her own connivance or misdeeds, shall not be considered as an interruption in continuity of service in the determination of vacation rights.

g. Vacation credit will be granted for leaves of less than one (1) month and for the use of earned accumulated sick leave.

### 7.2.3 Accrual Rate

a. For the first year of employment, vacation time will be earned at the rate of one (1) day per month.

b. Beginning with the second year of employment, vacation time will be earned at the rate of one and one-fourth ( $1 \frac{1}{4}$ ) days per month.

c. Beginning with the fifth year of employment, vacation time will be earned at the rate of one and one-half ( $1 \frac{1}{2}$ ) days per month.

d. Beginning with the tenth year of employment, vacation time will be earned at the rate of one and two-thirds ( $1 \frac{2}{3}$ ) days per month.

e. Beginning with the fifteenth year of employment, vacation time will be earned at the rate of two (2) days per month.

### 7.2.4 Use:

a. Vacations will be granted only at times of the year when they will not interfere with the normal operation of the school or department and require prior approval by the employee's direct supervisor.

b. Eligible bargaining unit members- ~~employees~~ must apply for vacation to the supervisor at least two (2) weeks in advance of the desired beginning date. ~~for vacations lasting five working days or longer.~~ Special consideration shall be given to emergencies.

c. The District will consider the preference of the ~~employee~~ bargaining unit member in the scheduling of vacation leave, and particular concern will be paid to allowing ~~employees~~ bargaining unit members to schedule vacation when families can be together.

d. ~~An employee~~ Bargaining unit members who anticipates termination in this District may take accrued vacation prior to the termination date with proper approval.

- e. All vacation may be canceled without notice in event of emergency.

#### 7.2.5 Excessive Accruals:

a. Effective July 1, 2020 2022, no bargaining unit member employee will be allowed to accumulate more than thirty (30) days of vacation by the end of the fiscal year. If an ~~employee~~ bargaining unit member has accumulated more than thirty (30) days of vacation by the end of the fiscal year, one of the following will occur:

- i. the amount of accrued vacation over thirty (30) days may be paid out by the end of October, per the District's discretion based on available funding (see 7.2.6), or

- ii. the bargaining unit member's supervisor shall schedule them to take the excess days of vacation pursuant to a vacation plan. The District will consider the preference of the bargaining unit member in the scheduling of vacation leave.

b. If any bargaining unit member has a vacation balance that exceeds thirty (30) vacation days as of July 1, 2020, they shall retain their vacation balance until the end of their employment with the District, unless vacation days are otherwise scheduled by the bargaining unit member and approved by their supervisor.

c. Under extenuating circumstances, requests to accrue vacation over the maximum described in this Article may be authorized by the Chief Human Resources Officer, or designee.

d. The District may deny requests to accrue compensatory time off, instead of overtime, if ~~an employee~~ a bargaining unit member has accrued more than thirty (30) days of vacation, the maximum accrual.

#### 7.2.6 Vacation Payout:

a. Any ~~employee~~ bargaining unit member who has thirty (30) days or more of accrued and unused vacation may submit a written request to the District to payout the accrued and unused vacation by submitting a vacation payout request via email to the Chief Human Resources Officer, or designee. The District has the discretion to grant or deny the request for a payout of accrued and unused vacation based on available funding. If the request is made and granted, it will be paid out within a reasonable period of time.


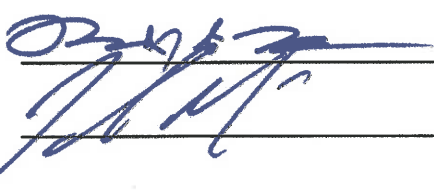
b. If an ~~employee~~ bargaining unit member has less than thirty (30) days of accrued and unused vacation, they may submit a hardship payout request to the District by submitting a vacation payout request via email to the Chief Human Resources Officer, or designee. If the payout request is granted, it will be paid out within a reasonable amount of time. The District has the discretion to grant or deny the hardship payout request based on available funding.

14. Duration.

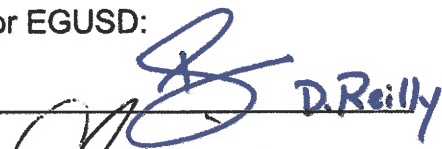

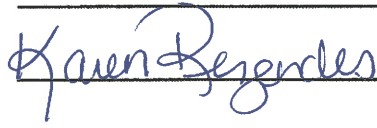
The Parties agree to revise Article 15 regarding Duration to extend the Parties agreement two years as follows:

The collective bargaining agreement between the parties shall be effective from July 1, 2020 to June 30, 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 AFSCME:

  
\_\_\_\_\_  
  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
Date: 4/8/22

For EGUSD:

  
\_\_\_\_\_  
  
\_\_\_\_\_  
  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
Date: 4/8/22





ELK GROVE UNIFIED SCHOOL DISTRICT  
AMERICAN FEDERATION OF STATE, COUNTY MUNICIPAL EMPLOYEES  
Salary Schedule #21  
2020/21

Classification	Training	EXPERIENCE STEPS					
	Classes (3%)*	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5 & 6	STEP 7+
<b>Food &amp; Nutrition Services Assistant I **</b>	<b>301</b>	<b>\$12.74</b>	<b>13.64</b>	<b>14.60</b>	<b>15.63</b>	<b>16.42</b>	<b>17.00</b>
	302*	13.12	14.04	15.03	16.09	16.90	17.50
	303*	13.51	14.46	15.48	16.57	17.40	18.01
	304*	13.92	14.90	15.95	17.07	17.93	18.56
	305*	14.34	15.35	16.43	17.59	18.47	19.12
<b>Food Processing Center Assistant</b>	<b>311</b>	<b>\$13.01</b>	<b>13.93</b>	<b>14.91</b>	<b>15.96</b>	<b>16.76</b>	<b>17.35</b>
	312*	13.40	14.34	15.35	16.43	17.26	17.87
	313*	13.80	14.77	15.81	16.92	17.77	18.40
	314*	14.21	15.21	16.28	17.42	18.30	18.95
	315*	14.64	15.67	16.77	17.95	18.85	19.51
<b>Assistant Cook</b>	<b>321</b>	<b>\$13.39</b>	<b>14.33</b>	<b>15.34</b>	<b>16.42</b>	<b>17.25</b>	<b>17.86</b>
<b>Campus Supervisor **</b>	322*	13.79	14.76	15.80	16.91	17.76	18.39
Food & Nutrition Services Assistant II	323*	14.20	15.20	16.27	17.41	18.29	18.94
Office Assistant I	324*	14.63	15.66	16.76	17.94	18.84	19.50
	325*	15.07	16.13	17.26	18.47	19.40	20.08
<b>Lead Food &amp; Nutrition Services-Elementary</b>	<b>341</b>	<b>\$14.04</b>	<b>15.03</b>	<b>16.09</b>	<b>17.22</b>	<b>18.09</b>	<b>18.73</b>
	342*	14.46	15.48	16.57	17.73	18.62	19.28
	343*	14.89	15.94	17.06	18.26	19.18	19.86
	344*	15.34	16.42	17.57	18.80	19.74	20.44
	345*	15.80	16.91	18.10	19.37	20.34	21.06
<b>Campus Supervisor - Community Day School</b>	<b>361</b>	<b>\$14.77</b>	<b>15.81</b>	<b>16.92</b>	<b>18.11</b>	<b>19.02</b>	<b>19.69</b>
Campus Supervisor - Continuation School	362*	15.21	16.28	17.42	18.64	19.58	20.27
Health Records Assistant	363*	15.67	16.77	17.95	19.21	20.18	20.89
Lead Campus Supervisor	364*	16.14	17.27	18.48	19.78	20.77	21.50
Media Technician	365*	16.62	17.79	19.04	20.38	21.40	22.15
Office Assistant II							
Purchasing Assistant I							
School Office Assistant I							
<b>Employment Coach</b>	<b>371</b>	<b>\$15.06</b>	<b>16.12</b>	<b>17.25</b>	<b>18.46</b>	<b>19.39</b>	<b>20.07</b>
Staff Services Technician	372*	15.51	16.60	17.77	19.02	19.98	20.68
Student Store Technician	373*	15.98	17.10	18.30	19.59	20.57	21.29
Transition Assistant	374*	16.46	17.62	18.86	20.19	21.20	21.95
Transition Assistant - WorkAbility & Transition Services	375*	16.95	18.14	19.41	20.77	21.81	22.58
<b>Accounting Assistant</b>	<b>381</b>	<b>\$15.49</b>	<b>16.58</b>	<b>17.75</b>	<b>19.00</b>	<b>19.95</b>	<b>20.65</b>
Career Center Technician - EGACE	382*	15.95	17.07	18.27	19.55	20.53	21.25
Counseling, College and Career Technician	383*	16.43	17.59	18.83	20.15	21.16	21.91
<b>Custodian I **</b>	384*	16.92	18.11	19.38	20.74	21.78	22.55
Library Technician	385*	17.43	18.66	19.97	21.37	22.44	23.23
Library Support Technician , Title I							
Mailroom Distribution Assistant							
Office Assistant III							
Print Shop Finisher							
Professional Learning Technician I							
School Fiscal Assistant							
School Office Assistant II							
Student Support Center Assistant							
<b>Warehouse Stock Clerk -Food &amp; Nutrition Services **</b>							

ELK GROVE UNIFIED SCHOOL DISTRICT  
AMERICAN FEDERATION OF STATE, COUNTY MUNICIPAL EMPLOYEES  
Salary Schedule #21  
2020/21

Classification	Training	EXPERIENCE STEPS					
	Classes (3%)*	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5 & 6	STEP 7+
<b>Custodian II **</b>	<b>391</b>	<b>\$13.39</b>	<b>14.33</b>	15.34	16.42	17.25	17.86
Lead Food & Nutrition Services Secondary	392*	13.79	14.76	15.80	16.91	17.76	18.39
Personnel Assistant I	393*	14.20	15.20	16.27	17.41	18.29	18.94
School Police & Security Dispatch Assistant	394*	14.63	15.66	16.76	17.94	18.84	19.50
Staff Secretary	395*	15.07	16.13	17.26	18.47	19.40	20.08
Assessment & Evaluation Technician I	<b>401</b>	<b>\$16.26</b>	17.40	18.62	19.93	20.93	21.67
Attendance Technician	402*	16.75	17.93	19.19	20.54	21.57	22.33
Computer Support Help Desk Specialist I	403*	17.25	18.46	19.76	21.15	22.21	22.99
Data Archive Technician I	404*	17.77	19.02	20.36	21.79	22.88	23.69
Data Entry Operator	405*	18.30	19.59	20.97	22.44	23.57	24.40
<b>Lead Custodian I **</b>							
Purchasing Assistant II							
Reading Specialist Technician							
School Office Technician							
Site Technology Technician							
Textbook Assistant - Education Center							
Textbook Assistant - Warehouse							
Warehouse Worker I							
<b>Warehouse Worker I - Food &amp; Nutrition Services **</b>							
Grounds Worker	<b>411</b>	<b>\$16.65</b>	17.82	19.07	20.41	21.44	22.20
<b>Lead Custodian II **</b>	<b>412*</b>	<b>17.15</b>	18.36	19.65	21.03	22.09	22.87
Personnel Assistant II	413*	17.66	18.90	20.23	21.65	22.74	23.54
<b>Print Shop Equipment Operator **</b>	<b>414*</b>	<b>18.19</b>	19.47	20.84	22.30	23.42	24.24
Professional Learning Technician II	415*	18.74	20.06	21.47	22.98	24.13	24.98
Construction Records Technician	<b>421</b>	<b>\$17.09</b>	18.29	19.58	20.96	22.01	22.79
Curriculum Development Technician	422*	17.60	18.84	20.16	21.58	22.66	23.46
Data Processing Assistant	423*	18.13	19.40	20.76	22.22	23.34	24.16
Planning Records Technician	424*	18.67	19.98	21.38	22.88	24.03	24.88
Program Assistant	425*	19.23	20.58	22.03	23.58	24.76	25.63
Program Assistant, Prevention & Intervention							
Registrar							
Substitute Assignment Technician							
Computer Support Help Desk Specialist II	<b>441</b>	<b>\$17.88</b>	19.14	20.48	21.92	23.02	23.83
Grounds Equipment Operator	442*	18.42	19.71	21.09	22.57	23.70	24.53
Grounds/Water Quality Technician	443*	18.97	20.30	21.73	23.26	24.43	25.29
Irrigation Systems Technician	444*	19.54	20.91	22.38	23.95	25.15	26.04
Parts & Inventory Control Assistant - Maintenance & Operations	445*	20.13	21.54	23.05	24.67	25.91	26.82
Projects Warehouse Worker							
Senior Grounds Worker							
Spray Technician							
Warehouse Worker II							
Warehouse Worker II-Food & Nutrition Services							
Accounting Technician I	<b>451</b>	<b>\$18.34</b>	19.63	21.01	22.49	23.62	24.45
Admissions Representative & Technician	452*	18.89	20.22	21.64	23.16	24.32	25.18
Assessment & Evaluation Technician II	453*	19.46	20.83	22.29	23.86	25.06	25.94
Bakery Lead	454*	20.04	21.45	22.96	24.57	25.80	26.71
Buyer I	455*	20.64	22.09	23.64	25.30	26.57	27.50
Cook/Catering Lead							

ELK GROVE UNIFIED SCHOOL DISTRICT  
AMERICAN FEDERATION OF STATE, COUNTY MUNICIPAL EMPLOYEES  
Salary Schedule #21  
2020/21

Classification	Training	EXPERIENCE STEPS					
	Classes (3%)*	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5 & 6	STEP 7+
Fiscal Technician I	451	\$17.98	19.24	20.59	22.04	23.15	23.97
Food & Nutrition Services Buyer	452*	18.53	19.83	21.22	22.71	23.85	24.69
Food & Nutrition Services Packaging Lead	453*	19.09	20.43	21.87	23.41	24.59	25.46
Hot Food Production Lead	454*	19.67	21.05	22.53	24.11	25.32	26.21
Lead Warehouse-Food & Nutrition Services	455*	20.26	21.68	23.20	24.83	26.08	27.00
Operations Lead, Food & Nutrition Services							
Payroll Technician I							
Projects Purchasing Technician							
Risk Management Technician I							
Scheduling Technician-Maintenance & Operations							
School Police & Security Dispatcher							
School Site Controller I							
Team Leader/Grounds Worker							
Theater Technician							
Data Archive Technician II	461	\$18.79	20.11	21.52	23.03	24.19	25.04
Employment Placement Specialist	462*	19.35	20.71	22.16	23.72	24.91	25.79
Employment Training Specialist - EGACE	463*	19.93	21.33	22.83	24.43	25.66	26.56
Job Developer	464*	20.53	21.97	23.51	25.16	26.42	27.35
School Security Specialist I	465*	21.15	22.64	24.23	25.93	27.23	28.19
Assessment & Evaluation Technician III	481	\$19.76	21.15	22.64	24.23	25.45	26.35
Buyer II	482*	20.35	21.78	23.31	24.95	26.20	27.12
Buyer - Maintenance and Operations	483*	20.96	22.43	24.01	25.70	26.99	27.94
Computer Support Help Desk Specialist III	484*	21.59	23.11	24.73	26.47	27.80	28.78
<b>Computer Technician I **</b>	485*	22.24	23.80	25.47	27.26	28.63	29.64
Lead Print Shop Equipment Operator							
Maintenance Utility Worker							
Professional Learning Technician III							
<b>School Security Specialist II ***</b>							
Accounting Technician II	491	\$20.02	21.43	22.94	24.55	25.78	26.69
Athletic/Facilities Office Technician	492*	20.62	22.07	23.62	25.28	26.55	27.48
Fiscal Technician II	493*	21.24	22.73	24.33	26.04	27.35	28.31
Maintenance Low Voltage Technician	494*	21.88	23.42	25.06	26.82	28.17	29.16
Payroll Technician II	495*	22.54	24.12	25.81	27.62	29.01	30.03
Risk Management Technician II							
School Site Controller II	501	\$20.73	22.19	23.75	25.42	26.70	27.64
Grounds Preventative Maintenance Technician	502*	21.35	22.85	24.45	26.17	27.48	28.45
Maintenance Glazier	503*	21.99	23.53	25.18	26.95	28.30	29.30
<b>Maintenance Locksmith **</b>	504*	22.65	24.24	25.94	27.76	29.15	30.18
<b>Maintenance Specialist **</b>	505*	23.33	24.97	26.72	28.60	30.03	31.09
Preventative Maintenance Technician - Custodial Services							
Food & Nutrition Services							
<b>Maintenance Alarm Technician **</b>	521	\$21.81	23.34	24.98	26.73	28.07	29.06
Maintenance Carpenter	522*	22.46	24.04	25.73	27.54	28.92	29.94
<b>Maintenance Electrician **</b>	523*	23.13	24.75	26.49	28.35	29.77	30.82
<b>Maintenance Painter **</b>	524*	23.82	25.49	27.28	29.19	30.65	31.73
<b>Maintenance Plumber **</b>	525*	24.53	26.25	28.09	30.06	31.57	32.68
Regional Attendance Improvement Technician							
Regional Team Program Technician							
Water Quality/Irrigation Control System Specialist							

ELK GROVE UNIFIED SCHOOL DISTRICT  
AMERICAN FEDERATION OF STATE, COUNTY MUNICIPAL EMPLOYEES  
Salary Schedule #21  
2020/21

Classification	Training Classes (3%)*	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5 & 6	STEP 7+
Construction Specialist	531	\$22.12	23.67	25.33	27.11	28.47	29.47
	532*	22.78	24.38	26.09	27.92	29.32	30.35
	533*	23.46	25.11	26.87	28.76	30.20	31.26
	534*	24.16	25.86	27.68	29.62	31.11	32.20
	535*	24.88	26.63	28.50	30.50	32.03	33.16
<b>Computer Technician II - Night Shift **</b>	541	\$23.10	24.72	26.46	28.32	29.74	30.79
Construction Technician I	542*	23.79	25.46	27.25	29.16	30.62	31.70
Planner I	543*	24.50	26.22	28.06	30.03	31.54	32.65
Sr. Computer Support Help Desk Specialist	544*	25.24	27.01	28.91	30.94	32.49	33.63
Technology Application Specialist I	545*	26.00	27.82	29.77	31.86	33.46	34.64
Computer Technician III	561	\$24.76	26.50	28.36	30.35	31.87	32.99
<b>HVAC Specialist **</b>	562*	25.50	27.29	29.21	31.26	32.83	33.98
Payroll Technician III	563*	26.27	28.11	30.08	32.19	33.80	34.99
Planner II	564*	27.06	28.96	30.99	33.16	34.82	36.04
Theater Productions Specialist	565*	27.87	29.83	31.92	34.16	35.87	37.13
Water Quality/Waste Water/Irrigation Control System Specialist							
<b>Team Lead - Maintenance **</b>	581	\$26.38	28.23	30.21	32.33	33.95	35.14
Technology Application Specialist II	582*	27.17	29.08	31.12	33.30	34.97	36.20
	583*	27.99	29.95	32.05	34.30	36.02	37.29
	584*	28.83	30.85	33.01	35.33	37.10	38.40
	585*	29.69	31.77	34.00	36.38	38.20	39.54
Construction Technician II	601	\$28.49	30.49	32.63	34.92	36.67	37.96
Telecommunications Network Technician I	602*	29.34	31.40	33.60	35.96	37.76	39.09
Technology Application Specialist III	603*	30.22	32.34	34.61	37.04	38.90	40.27
	604*	31.13	33.31	35.65	38.15	40.06	41.47
	605*	32.06	34.31	36.72	39.30	41.27	42.72
Planner III	611	\$29.53	31.60	33.82	36.19	38.00	39.33
Telecommunications Network Technician II	612*	30.42	32.55	34.83	37.27	39.14	40.51
	613*	31.33	33.53	35.88	38.40	40.32	41.74
	614*	32.27	34.53	36.95	39.54	41.52	42.98
	615*	33.24	35.57	38.06	40.73	42.77	44.27
Construction Technician III	621	\$30.57	32.71	35.00	37.45	39.33	40.71
Senior Computer Technician	622*	31.49	33.70	36.06	38.59	40.52	41.94
Senior Technology Application Specialist	623*	32.43	34.71	37.14	39.74	41.73	43.20
	624*	33.40	35.74	38.25	40.93	42.98	44.49
	625*	34.40	36.81	39.39	42.15	44.26	45.81
Construction Inspector/Technician	631	\$32.02	34.27	36.67	39.24	41.21	42.66
	632*	32.98	35.29	37.77	40.42	42.45	43.94
	633*	33.97	36.35	38.90	41.63	43.72	45.26
	634*	34.99	37.44	40.07	42.88	45.03	46.61
	635*	36.04	38.57	41.27	44.16	46.37	48.00



ELK GROVE UNIFIED SCHOOL DISTRICT  
AMERICAN FEDERATION OF STATE, COUNTY MUNICIPAL EMPLOYEES  
Salary Schedule #21  
2020/21

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

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

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

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

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

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

**LONGEVITY BONUS AT COMPLETION OF:**

7th year \$592	19th year \$1,765
10th year \$896	22nd year \$2,081
13th year \$1,162	25th year \$2,392
16th year \$1,463	

**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  
AMERICAN FEDERATION OF STATE, COUNTY MUNICIPAL EMPLOYEES  
Salary Schedule #21  
2021/22

Classification	Training	EXPERIENCE STEPS					
	Classes (3%)*	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6+
<b>Food &amp; Nutrition Services Assistant I **</b>							
	301	\$12.99	\$13.90	\$14.88	\$15.93	\$16.73	\$17.32
	302*	13.38	14.32	15.33	16.41	17.24	17.85
	303*	13.78	14.75	15.79	16.90	17.75	18.38
	304*	14.19	15.19	16.26	17.40	18.27	18.91
	305*	14.62	15.65	16.75	17.93	18.83	19.49
<b>Food Processing Center Assistant</b>							
	311	\$13.27	\$14.20	\$15.20	\$16.27	\$17.09	\$17.69
	312*	13.67	14.63	15.66	16.76	17.60	18.22
	313*	14.08	15.07	16.13	17.26	18.13	18.77
	314*	14.50	15.52	16.61	17.78	18.67	19.33
	315*	14.94	15.99	17.11	18.31	19.23	19.91
<b>Assistant Cook</b>							
	321	\$13.66	\$14.62	\$15.65	\$16.75	\$17.59	\$18.21
<b>Campus Supervisor **</b>							
	322*	14.07	15.06	16.12	17.25	18.12	18.76
<b>Food &amp; Nutrition Services Assistant II</b>							
	323*	14.49	15.51	16.60	17.77	18.66	19.32
<b>Office Assistant I</b>							
	324*	14.92	15.97	17.09	18.29	19.21	19.89
	325*	15.37	16.45	17.61	18.85	19.80	20.50
<b>Lead Food &amp; Nutrition Services-Elementary</b>							
	341	\$14.32	\$15.33	\$16.41	\$17.56	\$18.44	\$19.09
	342*	14.75	15.79	16.90	18.09	19.00	19.67
	343*	15.19	16.26	17.40	18.62	19.56	20.25
	344*	15.65	16.75	17.93	19.19	20.15	20.86
	345*	16.12	17.25	18.46	19.76	20.75	21.48
<b>Campus Supervisor - Community Day School</b>							
	361	\$15.07	\$16.13	\$17.26	\$18.47	\$19.40	\$20.08
<b>Campus Supervisor - Continuation School</b>							
	362*	15.52	16.61	17.78	19.03	19.99	20.69
<b>Health Records Assistant</b>							
	363*	15.99	17.11	18.31	19.60	20.58	21.31
<b>Lead Campus Supervisor</b>							
	364*	16.47	17.63	18.87	20.20	21.21	21.96
<b>Media Technician</b>							
	365*	16.96	18.15	19.43	20.80	21.84	22.61
<b>Office Assistant II</b>							
<b>Purchasing Assistant I</b>							
<b>School Office Assistant I</b>							
<b>Employment Coach</b>							
	371	\$15.36	\$16.44	\$17.60	\$18.84	\$19.79	\$20.49
<b>Staff Services Technician</b>							
	372*	15.82	16.93	18.12	19.39	20.36	21.08
<b>Student Store Technician</b>							
	373*	16.29	17.44	18.67	19.98	20.98	21.72
<b>Transition Assistant</b>							
	374*	16.78	17.96	19.22	20.57	21.60	22.36
<b>Transition Assistant - WorkAbility &amp; Transition Services</b>							
	375*	17.28	18.49	19.79	21.18	22.24	23.02
<b>Accounting Assistant</b>							
	381	\$15.80	\$16.91	\$18.10	\$19.37	\$20.34	\$21.06
<b>Career Center Technician - EGACE</b>							
	382*	16.27	17.41	18.63	19.94	20.94	21.68
<b>Counseling, College and Career Technician</b>							
	383*	16.76	17.94	19.20	20.55	21.58	22.34
<b>Custodian I **</b>							
	384*	17.26	18.47	19.77	21.16	22.22	23.00
<b>Library Technician</b>							
	385*	17.78	19.03	20.37	21.80	22.89	23.70
<b>Library Support Technician , Title I</b>							
<b>Mailroom Distribution Assistant</b>							
<b>Office Assistant III</b>							
<b>Print Shop Finisher</b>							
<b>Professional Learning Technician I</b>							
<b>School Fiscal Assistant</b>							
<b>School Office Assistant II</b>							
<b>Student Support Center Assistant</b>							
<b>Warehouse Stock Clerk -Food &amp; Nutrition Services **</b>							

ELK GROVE UNIFIED SCHOOL DISTRICT  
AMERICAN FEDERATION OF STATE, COUNTY MUNICIPAL EMPLOYEES  
Salary Schedule #21  
2021/22

Classification	Training		EXPERIENCE STEPS				
	Classes (3%)*	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5 & 6	STEP 7+
<b>Custodian II **</b>	<b>391</b>	<b>\$13.39</b>	<b>\$14.33</b>	<b>\$15.34</b>	<b>\$16.42</b>	<b>\$17.25</b>	<b>\$17.86</b>
Lead Food & Nutrition Services Secondary	392*	13.79	14.76	15.80	16.91	17.76	18.39
Personnel Assistant I	393*	14.20	15.20	16.27	17.41	18.29	18.94
School Police & Security Dispatch Assistant	394*	14.63	15.66	16.76	17.94	18.84	19.50
Staff Secretary	395*	15.07	16.13	17.26	18.47	19.40	20.08
Assessment & Evaluation Technician I	<b>401</b>	<b>\$16.59</b>	<b>\$17.76</b>	<b>\$19.01</b>	<b>\$20.35</b>	<b>\$21.37</b>	<b>\$22.12</b>
Attendance Technician	402*	17.09	18.29	19.58	20.96	22.01	22.79
Computer Support Help Desk Specialist I	403*	17.60	18.84	20.16	21.58	22.66	23.46
Data Archive Technician I	404*	18.13	19.40	20.76	22.22	23.34	24.16
Data Entry Operator	405*	18.67	19.98	21.38	22.88	24.03	24.88
<b>Lead Custodian I **</b>							
Purchasing Assistant II							
Reading Specialist Technician							
School Office Technician							
Site Technology Technician							
Textbook Assistant - Education Center							
Textbook Assistant - Warehouse							
Warehouse Worker I							
<b>Warehouse Worker I - Food &amp; Nutrition Services **</b>							
Grounds Worker	<b>411</b>	<b>\$16.98</b>	<b>\$18.17</b>	<b>\$19.45</b>	<b>\$20.82</b>	<b>\$21.87</b>	<b>\$22.64</b>
<b>Lead Custodian II **</b>	<b>412*</b>	<b>17.49</b>	<b>18.72</b>	<b>20.04</b>	<b>21.45</b>	<b>22.53</b>	<b>23.32</b>
Personnel Assistant II	413*	18.01	19.28	20.63	22.08	23.19	24.01
<b>Print Shop Equipment Operator **</b>	<b>414*</b>	<b>18.55</b>	<b>19.85</b>	<b>21.24</b>	<b>22.73</b>	<b>23.87</b>	<b>24.71</b>
Professional Learning Technician II	415*	19.11	20.45	21.89	23.43	24.61	25.48
Construction Records Technician	<b>421</b>	<b>\$17.43</b>	<b>\$18.66</b>	<b>\$19.97</b>	<b>\$21.37</b>	<b>\$22.44</b>	<b>\$23.23</b>
Curriculum Development Technician	422*	17.95	19.21	20.56	22.00	23.10	23.91
Data Processing Assistant	423*	18.49	19.79	21.18	22.67	23.81	24.65
Planning Records Technician	424*	19.04	20.38	21.81	23.34	24.51	25.37
Program Assistant	425*	19.61	20.99	22.46	24.04	25.25	26.14
Program Assistant, Prevention & Intervention							
Registrar							
Substitute Assignment Technician							
Computer Support Help Desk Specialist II	<b>441</b>	<b>\$18.24</b>	<b>\$19.52</b>	<b>\$20.89</b>	<b>\$22.36</b>	<b>\$23.48</b>	<b>\$24.31</b>
Grounds Equipment Operator	442*	18.79	20.11	21.52	23.03	24.19	25.04
Grounds/Water Quality Technician	443*	19.35	20.71	22.16	23.72	24.91	25.79
Irrigation Systems Technician	444*	19.93	21.33	22.83	24.43	25.66	26.56
Parts & Inventory Control Assistant - Maintenance & Operations	445*	20.53	21.97	23.51	25.16	26.42	27.35
Projects Warehouse Worker							
Senior Grounds Worker							
Spray Technician							
Warehouse Worker II							
Warehouse Worker II-Food & Nutrition Services							
Accounting Technician I	<b>451</b>	<b>\$18.71</b>	<b>\$20.02</b>	<b>\$21.43</b>	<b>\$22.94</b>	<b>\$24.09</b>	<b>\$24.94</b>
Admissions Representative & Technician	452*	19.27	20.62	22.07	23.62	24.81	25.68
Assessment & Evaluation Technician II	453*	19.85	21.24	22.73	24.33	25.55	26.45
Bakery Lead	454*	20.45	21.89	23.43	25.08	26.34	27.27
Buyer I	455*	21.06	22.54	24.12	25.81	27.11	28.06
Cook/Catering Lead							

ELK GROVE UNIFIED SCHOOL DISTRICT  
AMERICAN FEDERATION OF STATE, COUNTY MUNICIPAL EMPLOYEES  
Salary Schedule #21  
2021/22

Classification	Training	EXPERIENCE STEPS					
	Classes (3%)*	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5 & 6	STEP 7+
Fiscal Technician I	451	\$18.34	\$19.63	\$21.01	\$22.49	\$23.62	\$24.45
Food & Nutrition Services Buyer	452*	18.89	20.22	21.64	23.16	24.32	25.18
Food & Nutrition Services Packaging Lead	453*	19.46	20.83	22.29	23.86	25.06	25.94
Hot Food Production Lead	454*	20.04	21.45	22.96	24.57	25.80	26.71
Lead Warehouse-Food & Nutrition Services	455*	20.64	22.09	23.64	25.30	26.57	27.50
Operations Lead, Food & Nutrition Services							
Payroll Technician I							
Projects Purchasing Technician							
Risk Management Technician I							
Scheduling Technician-Maintenance & Operations							
School Police & Security Dispatcher							
School Site Controller I							
Team Leader/Grounds Worker							
Theater Technician							
Data Archive Technician II	461	\$19.17	\$20.52	\$21.96	\$23.50	\$24.68	\$25.55
Employment Placement Specialist	462*	19.75	21.14	22.62	24.21	25.43	26.33
Employment Training Specialist - EGACE	463*	20.34	21.77	23.30	24.94	26.19	27.11
Job Developer	464*	20.95	22.42	23.99	25.67	26.96	27.91
School Security Specialist I	465*	21.58	23.10	24.72	26.46	27.79	28.77
Assessment & Evaluation Technician III	481	\$20.16	\$21.58	\$23.10	\$24.72	\$25.96	\$26.87
Buyer II	482*	20.76	22.22	23.78	25.45	26.73	27.67
Buyer - Maintenance and Operations	483*	21.38	22.88	24.49	26.21	27.53	28.50
Computer Support Help Desk Specialist III	484*	22.02	23.57	25.22	26.99	28.34	29.34
<b>Computer Technician I **</b>	485*	22.68	24.27	25.97	27.79	29.18	30.21
Lead Print Shop Equipment Operator							
Maintenance Utility Worker							
Professional Learning Technician III							
<b>School Security Specialist II ***</b>							
Accounting Technician II	491	\$20.42	\$21.85	\$23.38	\$25.02	\$26.28	\$27.20
Athletic/Facilities Office Technician	492*	21.03	22.51	24.09	25.78	27.07	28.02
Fiscal Technician II	493*	21.66	23.18	24.81	26.55	27.88	28.86
Maintenance Low Voltage Technician	494*	22.31	23.88	25.56	27.35	28.72	29.73
Payroll Technician II	495*	22.98	24.59	26.32	28.17	29.58	30.62
Risk Management Technician II							
School Site Controller II	501	\$21.14	\$22.62	\$24.21	\$25.91	\$27.21	\$28.17
Grounds Preventative Maintenance Technician	502*	21.77	23.30	24.94	26.69	28.03	29.02
Maintenance Glazier	503*	22.42	23.99	25.67	27.47	28.85	29.86
<b>Maintenance Locksmith **</b>	504*	23.09	24.71	26.44	28.30	29.72	30.77
<b>Maintenance Specialist **</b>	505*	23.78	25.45	27.24	29.15	30.61	31.69
Preventative Maintenance Technician -							
Custodial Services							
Food & Nutrition Services							
<b>Maintenance Alarm Technician **</b>	521	\$22.25	\$23.81	\$25.48	\$27.27	\$28.64	\$29.65
Maintenance Carpenter	522*	22.92	24.53	26.25	28.09	29.50	30.54
<b>Maintenance Electrician **</b>	523*	23.61	25.27	27.04	28.94	30.39	31.46
<b>Maintenance Painter **</b>	524*	24.32	26.03	27.86	29.82	31.32	32.42
<b>Maintenance Plumber **</b>	525*	25.05	26.81	28.69	30.70	32.24	33.37
Regional Attendance Improvement Technician							
Regional Team Program Technician							
Water Quality/Irrigation Control System Specialist							



ELK GROVE UNIFIED SCHOOL DISTRICT  
AMERICAN FEDERATION OF STATE, COUNTY MUNICIPAL EMPLOYEES  
Salary Schedule #21  
2021/22

Classification	Training Classes (3%)*	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5 & 6	STEP 7+
Construction Specialist	531	\$22.56	\$24.14	\$25.83	\$27.64	\$29.03	\$30.05
	532*	23.24	24.87	26.62	28.49	29.92	30.97
	533*	23.94	25.62	27.42	29.34	30.81	31.89
	534*	24.66	26.39	28.24	30.22	31.74	32.86
	535*	25.40	27.18	29.09	31.13	32.69	33.84
<b>Computer Technician II - Night Shift **</b>	541	\$23.56	\$25.21	\$26.98	\$28.87	\$30.32	\$31.39
Construction Technician I	542*	24.27	25.97	27.79	29.74	31.23	32.33
Planner I	543*	25.00	26.75	28.63	30.64	32.18	33.31
Sr. Computer Support Help Desk Specialist	544*	25.75	27.56	29.49	31.56	33.14	34.30
Technology Application Specialist I	545*	26.52	28.38	30.37	32.50	34.13	35.33
Computer Technician III	561	\$25.26	\$27.03	\$28.93	\$30.96	\$32.51	\$33.65
<b>HVAC Specialist **</b>	562*	26.02	27.85	29.80	31.89	33.49	34.67
Payroll Technician III	563*	26.80	28.68	30.69	32.84	34.49	35.70
Planner II	564*	27.60	29.54	31.61	33.83	35.53	36.78
Theater Productions Specialist	565*	28.43	30.43	32.57	34.85	36.60	37.89
Water Quality/Waste Water/Irrigation Control System Specialist							
<b>Team Lead - Maintenance **</b>	581	\$26.91	\$28.80	\$30.82	\$32.98	\$34.63	\$35.85
Technology Application Specialist II	582*	27.72	29.67	31.75	33.98	35.68	36.93
	583*	28.55	30.55	32.69	34.98	36.73	38.02
	584*	29.41	31.47	33.68	36.04	37.85	39.18
	585*	30.29	32.42	34.69	37.12	38.98	40.35
Construction Technician II	601	\$29.06	\$31.10	\$33.28	\$35.61	\$37.40	\$38.71
Telecommunications Network Technician I	602*	29.93	32.03	34.28	36.68	38.52	39.87
Technology Application Specialist III	603*	30.83	32.99	35.30	37.78	39.67	41.06
	604*	31.75	33.98	36.36	38.91	40.86	42.30
	605*	32.70	34.99	37.44	40.07	42.08	43.56
Planner III	611	\$30.12	\$32.23	\$34.49	\$36.91	\$38.76	\$40.12
Telecommunications Network Technician II	612*	31.02	33.20	35.53	38.02	39.93	41.33
	613*	31.95	34.19	36.59	39.16	41.12	42.56
	614*	32.91	35.22	37.69	40.33	42.35	43.84
	615*	33.90	36.28	38.82	41.54	43.62	45.15
Construction Technician III	621	\$31.18	\$33.37	\$35.71	\$38.21	\$40.13	\$41.54
Senior Computer Technician	622*	32.12	34.37	36.78	39.36	41.33	42.78
Senior Technology Application Specialist	623*	33.08	35.40	37.88	40.54	42.57	44.06
	624*	34.07	36.46	39.02	41.76	43.85	45.39
	625*	35.09	37.55	40.18	43.00	45.15	46.74
Construction Inspector/Technician	631	\$32.66	\$34.95	\$37.40	\$40.02	\$42.03	\$43.51
	632*	33.64	36.00	38.52	41.22	43.29	44.81
	633*	34.65	37.08	39.68	42.46	44.59	46.16
	634*	35.69	38.19	40.87	43.74	45.93	47.54
	635*	36.76	39.34	42.10	45.05	47.31	48.97

ELK GROVE UNIFIED SCHOOL DISTRICT  
AMERICAN FEDERATION OF STATE, COUNTY MUNICIPAL EMPLOYEES  
Salary Schedule #21  
2021/22

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

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

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

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

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

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

**LONGEVITY BONUS AT COMPLETION OF:**

7th year \$604	19th year \$1,800
10th year \$914	22nd year \$2,123
13th year \$1,185	25th year \$2,440
16th year \$1,492	

**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.