

Meet and Confer Summary
Elk Grove Unified School District
and
EGTEAMS

June 10, 2022

Elk Grove Unified School District ("District") and EGTEAMS (Site and District Administration, Classified Managers, Classified Administrative Support Staff, and other unrepresented District employees) have met and completed the meet and confer process for the 2020-2021 and 2021-2022 school years as follows:

1. 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 EGTEAMS' salary schedules consistent with the attached new 2020-2021 #18, #22, #26, #27, and #28 EGTEAMS' salary schedules (Attachment A).

b. 2021-2022 (2%).

Effective retroactive to July 1, 2021, two percent (2%) shall be added to the new 2020-2021 EGTEAMS' salary schedules consistent with the attached new 2021-2022, #18, #22, #26, #27, and #28, EGTEAMS' salary schedules (Attachment B).

c. Section 1(a), section 1(b), and section 1(d) of this section regarding retroactive payments shall not apply to any 2020-2021 and 2021-2022 overtime pay or supplemental pay for work performed during the 2021-2022 school year.

d. Unfreezing Steps

Retroactive to July 1, 2021, step seven (7) of the #22, #26 and #27 salary schedules (Attachment A) shall be eliminated and the new salary schedules #22, #26 and #27 shall be comprised of seven (7) steps consistent with the attached and revised new 2021-2022 EGTEAMS' salary schedules #22, #26 and #27 (Attachment B). Retroactive to July 1, 2021, step nine (9) of the #18 and 28 salary schedules (Attachment A) shall be eliminated and the new salary schedules #18 and #28 (attachment B) shall be comprised of nine (9) steps consistent with the attached and revised new 2021-2022 EGTEAMS' salary schedules #18 and #28.

2. 2021-2022 One-time Compensation.

a. Based upon the attached new 2021-2022, #18, #22, #26, #27, and #28, EGTEAMS' salary schedules (Attachment B), EGTEAMS' employees shall receive a one-time, off-of-the-schedule payment of two percent (2%). This one-time payment shall be prorated for less than full time employees. Payment will be based on actual paid days working in

an EGTEAMS' position at the time the one-time payment is calculated and by applying the EGTEAMS' employees paid status with the District on the date of December 31, 2021.

b. For EGTEAMS' employees that change positions and/or bargaining units during the 2021-2022 school year, the one-time off-of-the-schedule payment will be calculated consistent with Section 2(a), (b), (c), and (d) will be based on the EGTEAMS' employee's paid days working in an EGTEAMS' position at the time the one-time payment is calculated, and will be applied to the EGTEAMS' employee's base pay, if in paid status with the District on the date of December 31, 2021. EGTEAMS' employees, who on or before December 31, 2021 retired, resigned, were terminated, were in unpaid status, or who moved to a different employee group or bargaining unit in the District are ineligible for this one-time payment.

c. The Section 2(a), section 2(b), and section 2(d) one-time off-of-the-schedule retroactive payment shall not apply to any supplemental pay or overtime pay for work performed during the 2021-2022 school year.

d. Based on the attached new 2021-2022 EGTEAMS' schedules (Attachment B), employees on the #22, #26 and #27 EGTEAMS' salary schedules, will receive the greater of a one-time, off-of-the-schedule payment of two percent (2%), pursuant to Section 2 (a), (b) and (c), based on the EGTEAMS' employee's placement on the salary schedule, or a one-time off-of the schedule payment of one thousand seven hundred dollars (\$1,700), whichever is greater. This one-time off-of-the-schedule payment shall not be prorated for less than full time EGTEAMS' employees. To be eligible for this payment EGTEAMS' employees must be in paid status as an EGTEAMS' employee as of December 31, 2021.

3. A total of twenty-eight (28) hours of Professional Development (fourteen (14) hours per school year) shall be completed in the 2022-2023 and 2023-2024 school years and paid at per diem/hourly rates.

a. EGTEAMS and EGUSD are committed to professional development for all employees. It is understood that all employees shall participate in up to two days of professional development during the 2022-2023 and 2023-2024 school years only, outside of the employees 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. Employees shall receive per diem/hourly pay for participation in such training up to a maximum of 14 hours per year and 28 hours in total.

c. During the 2022-2023 school year, a professional development plan shall be collaboratively developed by the District and representatives from all employee groups. This professional development plan will require Board approval prior to implementation.

- d. In the event that the collaborative work is not completed in a time that allows for full implementation of the training during the 2022-2023 school year, the District and representatives from all employee groups shall meet and confer to discuss alternative means by which the training can be completed and/or extended into a subsequent school year.
4. Comparability Study
EGTEAMS and the District will participate in a comparability study with other employee groups.
5. Leaves
Certificated and Classified EGTEAMS' employees are entitled to leave time consistent with EGUSD Board Policy 4361 which provides the following.

BP 4361

The Board of Education recognizes the need to provide for leaves which management and confidential personnel may take for justifiable reasons. Such leaves shall be authorized pursuant to Board policies and/or administrative regulations.

Certificated management and supervisory employee shall be entitled to those leave provisions provided in the certificated agreement unless otherwise specified in Board policy, administrative regulations or individual contract.

Classified management, supervisory and confidential employees shall be entitled to those leave provisions provided in the classified negotiated agreement unless otherwise specified in Board policy, administrative regulations or individual contract.

The reference to "in the certificated agreement" is to the EGEA collective bargaining agreement. The reference to "in the classified negotiated agreement" is to the AFSCME collective bargaining agreement.

6. Vacation Payout



Vacation Payouts remain available consistent with current Board Policy.

The District and EGTEAMS understand that there is a shared interest in the Board's consideration of a revised Board Policy and/or Administrative Regulation pertaining to vacation accrual and vacation accrual "payouts" for full-time management, confidential/supervisory, and administrative support employees, who are eligible to receive vacation. Until such new policies are established, the District will consider requests by EGTEAMS' employees for vacation accrual "payouts," on the basis of a unique hardship or extraordinary circumstance. Vacation accrual payout requests may not exceed one hundred and twenty (120) hours and must be within the EGTEAMS' employee's current vacation accrual unused balance. The District reserves the right to deny these requests and such denials may be based on budgetary constraints and

limitations and District needs. This section 6 will be superseded and shall not apply after the Board and/or Cabinet takes action, to approve an updated Board Policy and/or Administrative Regulation respectively, pertaining to vacation accrual and vacation accrual "payouts" for applicable EGTEAMS' full-time management, confidential/ supervisory, and administrative support employees, who are eligible to receive vacation.

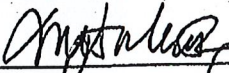
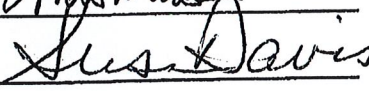
7. This Meet and Confer summary completes the meet and confer process for the 2020-2021 and the 2021-2022 school years.

For EGUSD

 D. KELLY
 R. Pierce

Dated: 6/10/22

For EGTEAMS


 Susan Davis

Dated: 6/10/22

**ELK GROVE UNIFIED SCHOOL DISTRICT
MANAGEMENT SALARY SCHEDULE #18 and #28
2020/2021**

Attachment A

POSITION TITLE	CLASS	**
Assistant Director of Safety and Security	210	245*
Chief Facilities Officer	260	245*
Construction Project Manager I	140	245*
Construction Project Manager II	160	245*
Continuous Improvement Support Leader	230	245*
Coordinator,		
Academic Program	155	200
Advancement Via Individual Determination (AVID)	195	210
Community Partnership (FACE)	150	200
District Athletic/Facility Utilization	195	210
Expanded Learning	195	210
Health Services	200	245*
Prevention & Intervention Services	195	210
Safe Routes to School and Facilities Outreach	120	245*
Special Education	215	210
Student Support and Health Services	195	210
Director,		
Classified Personnel	235	245*
Career Technical Education and Educational Options	235	245*
Communications/Public Information Officer	200	245*
Curriculum/Professional Learning	245	245*
Development	210	245*
Education Equity	235	245*
Elementary Education	245	245*
English Learner Services	235	245*
Family & Community Engagement (FACE)	235	245*
Fiscal Services	225	245*
Food & Nutrition Services	215	245*
Human Resources	245	245*
Instructional Support	225	245*
Maintenance & Operations	215	245*
Personnel Development	235	245*
Planning	210	245*
Purchasing & Warehouse	195	245*
Research & Evaluation	235	245*
Safety and Security	235	245*
School Improvement Support	235	245*
Secondary Education	245	245*
Special Education & SELPA	245	245*
Student Support and Health Services	245	245*
Transportation and Commercial Compliance	215	245*
Visual and Performing Arts (VAPA)	195	245*
District Grant Writer	160	245*
District Head Counselor	195	245*
Executive Director of Education Services	260	245*
Legal Compliance Specialist	200	245*

POSITION TITLE	CLASS	**
Manager,		
Accounting	160	245*
Application Support and Programming	200	245*
Budget	160	245*
Compensation & Benefits	160	245*
Computer Security and Special Projects	200	245*
Communications	140	245*
Custodial Services	160	245*
Desktop Support and Helpdesk	200	245*
Enterprise Systems	200	245*
Facilities Accounting	160	245*
Grounds	160	245*
Maintenance and Operations	160	245*
Planning	140	245*
Research Projects	180	245*
Risk	160	245*
Senior Construction	180	245*
Principal:		
Adult & Community Education	205	245*
Continuation	200	216
Elementary K-6 (under 400)	185	207
Elementary K-6 (over 400)	205	207
Elementary K-6 (over 400) Year Round	225	245*
High School	245	245*
Middle School 7-8	220	235*
Special Education	235	227
Program Administrator,		
Adult & Community Education	195	245*
Elementary	165	200
High School	195	210
Middle School	165	206
Program Specialist,		
Advancement Via Individual Determination (AVID)	170	200
Behavioral Services	180	200
College and Career Options	170	200
Curriculum/Professional Learning	170	200
Educational Equity	180	200
English Learner Services	180	200
Expanded Learning	180	200
Family & Community Engagement (FACE)	180	200
Foster Youth Services	180	200
School Improvement Support	170	200
Preschool	180	200
Special Education	190	200
Student Services	170	200
Student Support & Health Services	170	200
Student Support Center	180	200
Technology Integration	170	200
Vice Principal:		
Adult & Community Education	165	210
Alternative/Continuation High School	155	200
Elementary K-6	165	200
K-6 Year Round	195	219
Middle School	165	206
High School	195	210

*Vacation days accrued; work days fluctuate between 245/246 each year based on calendar work days.

**ELK GROVE UNIFIED SCHOOL DISTRICT
MANAGEMENT SALARY SCHEDULES #18 AND #28
2020/2021**

CLASS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6 & 7	STEP 8 & 9	STEP 10+
260	122,700.00	126,996.00	131,439.00	136,041.00	140,801.00	145,730.00	148,647.00	154,603.00
255	120,530.00	124,749.00	129,115.00	133,633.00	138,312.00	143,154.00	146,016.00	151,867.00
250	118,400.00	122,545.00	126,832.00	131,271.00	135,867.00	140,620.00	143,430.00	149,179.00
245	116,307.00	120,376.00	124,590.00	128,952.00	133,464.00	138,136.00	140,899.00	146,545.00
240	114,249.00	118,248.00	122,385.00	126,669.00	131,104.00	135,690.00	138,403.00	143,951.00
235	112,229.00	116,156.00	120,223.00	124,430.00	128,783.00	133,294.00	135,957.00	141,407.00
230	110,245.00	114,101.00	118,096.00	122,232.00	126,506.00	130,937.00	133,553.00	138,907.00
225	108,296.00	112,086.00	116,010.00	120,068.00	124,271.00	128,623.00	131,190.00	136,451.00
220	106,382.00	110,105.00	113,955.00	117,945.00	122,075.00	126,348.00	128,875.00	134,039.00
215	104,498.00	108,155.00	111,943.00	115,861.00	119,916.00	124,111.00	126,593.00	131,666.00
210	102,650.00	106,245.00	109,964.00	113,814.00	117,798.00	121,918.00	124,357.00	129,341.00
205	100,836.00	104,367.00	108,019.00	111,799.00	115,712.00	119,761.00	122,157.00	127,056.00
200	99,055.00	102,520.00	106,111.00	109,822.00	113,665.00	117,649.00	119,998.00	124,808.00
195	97,301.00	100,707.00	104,237.00	107,879.00	111,654.00	115,567.00	117,875.00	122,600.00
190	95,581.00	98,926.00	102,387.00	105,971.00	109,680.00	113,518.00	115,788.00	120,428.00
185	93,892.00	97,179.00	100,581.00	104,100.00	107,743.00	111,514.00	113,743.00	118,303.00
180	92,230.00	95,457.00	98,800.00	102,258.00	105,834.00	109,541.00	111,730.00	116,208.00
175	90,602.00	93,771.00	97,053.00	100,450.00	103,967.00	107,606.00	109,756.00	114,155.00
170	88,999.00	92,114.00	95,338.00	98,674.00	102,130.00	105,703.00	107,820.00	112,139.00
165	87,424.00	90,482.00	93,651.00	96,928.00	100,321.00	103,833.00	105,910.00	110,154.00
160	85,880.00	88,883.00	91,994.00	95,213.00	98,550.00	101,994.00	104,034.00	108,204.00
155	84,361.00	87,313.00	90,369.00	93,533.00	96,808.00	100,193.00	102,198.00	106,294.00
150	82,869.00	85,772.00	88,772.00	91,879.00	95,097.00	98,424.00	100,392.00	104,415.00
145	81,403.00	84,253.00	87,202.00	90,255.00	93,415.00	96,684.00	98,619.00	102,571.00
140	79,963.00	82,763.00	85,660.00	88,656.00	91,759.00	94,974.00	96,872.00	100,753.00
135	78,547.00	81,299.00	84,145.00	87,088.00	90,137.00	93,293.00	95,159.00	98,973.00
130	77,162.00	79,864.00	82,657.00	85,550.00	88,544.00	91,643.00	93,479.00	97,225.00
125	75,797.00	78,450.00	81,197.00	84,039.00	86,978.00	90,026.00	91,827.00	95,505.00
120	74,456.00	77,065.00	79,760.00	82,553.00	85,442.00	88,430.00	90,202.00	93,815.00

SUBSTITUTE EMPLOYEES - The pay period is from the 16th of the month to the 15th of the following month. Payroll will mail your check to your mailing address on or before the 10th or 17th of the following month.

LONGEVITY STEPS AT COMPLETION OF:

13 years: 1% of employee's base salary
16 years: 2% of employee's base salary
19 years: 3% of employee's base salary
22 years: 4% of employee's base salary
25 years: 6% of employee's base salary

ELK GROVE UNIFIED SCHOOL DISTRICT
CONFIDENTIAL AND SUPERVISORY SALARY SCHEDULE #22
2020/21

Attachment A

CLASSIFICATION	CLASS
Administrative Assistant I	135
Grants Technician (213 work days)	135
Site Supervisor - Food and Nutrition Services	140
Administrative Assistant II	145
Site Supervisor - Custodial Services	160
Administrative Assistant III	170
Communications Specialist	190
Senior Administrative Assistant	195
Supervisor - Facilities Accounting	220
Supervisor - Purchasing	220
Supervisor - Warehouse	220
Supervisor - Always Learning/Community Education	230
Executive Assistant	235
Supervisor - Transportation	235
Senior Communications Specialist	240
Supervisor - Fleet Maintenance	240
Manager - Food and Nutrition Services Production	245
Area Supervisor - Custodial	260
Area Supervisor - Grounds	260
Area Supervisor - Maintenance	260
Area Supervisor - Maintenance & Operations Water Quality	260
Accounting Analyst	260
Budget Analyst	260
Financial Analyst - Facilities	260
Fiscal Compliance Specialist	260
Operations Manager - Food and Nutrition Services	260
Risk Management Analyst	260
Manager - Fleet Maintenance	265
Manager -Transportation Operations	265
Nutrition Specialist	265
Safety and Security Manager	265
Senior Executive Assistant	265
Sergeant	265
Supervisor - Benefits	265
Supervisor - Payroll	265
Financial Data and Operations Analyst	275
Personnel Analyst	275
Supervisor - BTTI	300

Salaries reflected on this schedule represent a 12-month work year except as noted.

**ELK GROVE UNIFIED SCHOOL DISTRICT
CONFIDENTIAL & SUPERVISORY SALARY SCHEDULE #22
2020/21**

Attachment A

CLASS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6 & 7	STEP 8+
300	77,773.00	81,276.00	84,932.00	88,752.00	92,747.00	96,920.00	101,755.00
295	76,330.00	79,760.00	83,348.00	87,098.00	91,017.00	95,114.00	99,859.00
290	74,900.00	78,274.00	81,794.00	85,477.00	89,322.00	93,340.00	97,997.00
285	73,505.00	76,814.00	80,268.00	83,881.00	87,657.00	91,602.00	96,173.00
280	72,136.00	75,383.00	78,773.00	82,315.00	86,020.00	89,891.00	94,374.00
275	70,789.00	73,974.00	77,303.00	80,782.00	84,416.00	88,218.00	92,618.00
270	69,470.00	72,595.00	75,864.00	79,276.00	82,845.00	86,574.00	90,893.00
265	68,173.00	71,243.00	74,447.00	77,796.00	81,296.00	84,956.00	89,193.00
260	66,900.00	69,913.00	73,061.00	76,346.00	79,782.00	83,371.00	87,531.00
255	65,655.00	68,609.00	71,700.00	74,923.00	78,294.00	81,821.00	85,902.00
250	64,430.00	67,330.00	70,359.00	73,525.00	76,830.00	80,289.00	84,296.00
245	63,233.00	66,075.00	69,044.00	72,154.00	75,398.00	78,792.00	82,722.00
240	62,049.00	64,841.00	67,758.00	70,805.00	73,993.00	77,323.00	81,184.00
235	60,893.00	63,632.00	66,498.00	69,491.00	72,618.00	75,885.00	79,668.00
230	59,759.00	62,446.00	65,257.00	68,193.00	71,263.00	74,467.00	78,185.00
225	58,643.00	61,282.00	64,039.00	66,923.00	69,935.00	73,083.00	76,727.00
220	57,549.00	60,140.00	62,846.00	65,675.00	68,630.00	71,716.00	75,296.00
215	56,478.00	59,015.00	61,673.00	64,446.00	67,350.00	70,380.00	73,893.00
210	55,425.00	57,919.00	60,525.00	63,247.00	66,095.00	69,069.00	72,515.00
205	54,393.00	56,836.00	59,395.00	62,068.00	64,861.00	67,781.00	71,164.00
200	53,376.00	55,778.00	58,287.00	60,912.00	63,653.00	66,516.00	69,837.00
195	52,382.00	54,738.00	57,200.00	59,772.00	62,463.00	65,274.00	68,529.00
190	51,405.00	53,718.00	56,136.00	58,659.00	61,300.00	64,059.00	67,257.00
185	50,449.00	52,718.00	55,090.00	57,568.00	60,158.00	62,864.00	66,003.00
180	49,507.00	51,734.00	54,060.00	56,496.00	59,038.00	61,693.00	64,772.00
175	48,581.00	50,768.00	53,053.00	55,441.00	57,936.00	60,541.00	63,565.00
170	47,676.00	49,824.00	52,066.00	54,407.00	56,855.00	59,415.00	62,378.00
165	46,789.00	48,893.00	51,094.00	53,393.00	55,795.00	58,305.00	61,212.00
160	45,914.00	47,981.00	50,142.00	52,397.00	54,753.00	57,217.00	60,074.00
155	45,057.00	47,083.00	49,205.00	51,417.00	53,733.00	56,151.00	58,953.00
150	44,220.00	46,208.00	48,288.00	50,461.00	52,730.00	55,104.00	57,851.00
145	43,396.00	45,347.00	47,390.00	49,521.00	51,747.00	54,079.00	56,775.00
140	42,583.00	44,502.00	46,503.00	48,596.00	50,785.00	53,071.00	55,718.00
135	41,791.00	43,671.00	45,638.00	47,689.00	49,838.00	52,080.00	54,677.00
130	41,011.00	42,857.00	44,787.00	46,802.00	48,910.00	51,108.00	53,659.00
125	40,247.00	42,056.00	43,948.00	45,929.00	47,996.00	50,155.00	52,659.00
120	39,496.00	41,272.00	43,133.00	45,074.00	47,103.00	49,221.00	51,678.00
115	38,759.00	40,505.00	42,327.00	44,234.00	46,222.00	48,303.00	50,711.00
110	38,036.00	39,747.00	41,536.00	43,406.00	45,358.00	47,400.00	49,764.00
105	37,328.00	39,008.00	40,762.00	42,596.00	44,511.00	46,513.00	48,837.00
100	36,631.00	38,280.00	40,004.00	41,804.00	43,685.00	45,650.00	47,927.00

LONGEVITY STEP AT COMPLETION OF:

13th year 1% of employee's base salary
16th year 2% of employee's base salary
19th year 3% of employee's base salary
22nd year 4% of employee's base salary
25th year 5% of employee's base salary
28th year 6% of employee's base salary

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.

SUBSTITUTE SERVICE:

All classified substitutes shall be paid at step 1 of the classification in which they substitute.

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.

Substitutes will be paid according to the above policy unless otherwise approved by the Director for Classified Personnel.

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
ADMINISTRATIVE SUPPORT SALARY SCHEDULE #26 and #27
2020/21

CLASSIFICATION	RANGE
Media Coordinator	100
Elementary School Secretary (10.5 month)	111
Nutrition Assistant	130
Budget Technician I	140
Budget Technician - Curriculum/Professional Learning	140
Continuation School Secretary	140
School Secretary, Special Programs	140
Budget Technician - Food and Nutrition Services	145
Budget Technician - Maintenance and Operations	145
Elementary School Secretary (12 month)	150
Middle School Secretary	150
Budget Technician II	170
Fiscal Specialist, Special Programs	170
High School Secretary	170
Personnel Technician	170
Media Production Specialist	175
Attendance Accounting Specialist	190
Building Program Accounting Specialist	190
Personnel Technician III	190
Risk Management Technician - Lead	190
Budget Technician III	205
Loss Control Specialist	225
Computer Training and Support Specialist I	240
Data Integration Support Specialist	240
Network Administrator I	240
Research Analyst	240
Technology Systems Administrator I	240
CALPADS Coordinator and Data Specialist	250
Web and Communications Specialist	250
Assistive Technology Specialist	260
Computer Training and Support Specialist II	260
Network Administrator II	260
Programmer Analyst I	260
Technology Systems Administrator II	260
Computer Training and Support Specialist III	275
Network Administrator III	275
Technology Systems Administrator III	275
Web Specialist	275
Programmer Analyst II	280
Research Strategist	280
Programmer Analyst III	295
Senior Computer Training and Support Specialist	310
Senior Database Coordinator	310
Senior Network Administrator	310
Senior Programmer Analyst	310
Senior Programmer Analyst - Financial Systems	310
Senior Technology Planning Specialist	310
Senior Technology Systems Administrator	310

ELK GROVE UNIFIED SCHOOL DISTRICT
ADMINISTRATIVE SUPPORT SALARY SCHEDULE #26 and #27
2020/21

Attachment A

CLASS		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6 & 7	STEP 8+
310		80,760.00	84,392.00	88,189.00	92,159.00	96,306.00	100,639.00	105,659.00
305		79,253.00	82,820.00	86,546.00	90,439.00	94,509.00	98,762.00	103,690.00
300		77,773.00	81,276.00	84,932.00	88,752.00	92,747.00	96,920.00	101,755.00
295		76,330.00	79,760.00	83,348.00	87,098.00	91,017.00	95,114.00	99,859.00
290		74,900.00	78,274.00	81,794.00	85,477.00	89,322.00	93,340.00	97,997.00
285		73,505.00	76,814.00	80,268.00	83,881.00	87,657.00	91,602.00	96,173.00
280		72,136.00	75,383.00	78,773.00	82,315.00	86,020.00	89,891.00	94,374.00
275		70,789.00	73,974.00	77,303.00	80,782.00	84,416.00	88,218.00	92,618.00
270		69,470.00	72,595.00	75,864.00	79,276.00	82,845.00	86,574.00	90,893.00
265		68,173.00	71,243.00	74,447.00	77,796.00	81,296.00	84,956.00	89,193.00
260		66,900.00	69,913.00	73,061.00	76,346.00	79,782.00	83,371.00	87,531.00
255		65,655.00	68,609.00	71,700.00	74,923.00	78,294.00	81,821.00	85,902.00
250		64,430.00	67,330.00	70,359.00	73,525.00	76,830.00	80,289.00	84,296.00
245		63,233.00	66,075.00	69,044.00	72,154.00	75,398.00	78,792.00	82,722.00
240		62,049.00	64,841.00	67,758.00	70,805.00	73,993.00	77,323.00	81,184.00
235		60,893.00	63,632.00	66,498.00	69,491.00	72,618.00	75,885.00	79,668.00
230		59,759.00	62,446.00	65,257.00	68,193.00	71,263.00	74,467.00	78,185.00
225		58,643.00	61,282.00	64,039.00	66,923.00	69,935.00	73,083.00	76,727.00
220		57,549.00	60,140.00	62,846.00	65,675.00	68,630.00	71,716.00	75,296.00
215		56,478.00	59,015.00	61,673.00	64,446.00	67,350.00	70,380.00	73,893.00
210		55,425.00	57,919.00	60,525.00	63,247.00	66,095.00	69,069.00	72,515.00
205		54,393.00	56,836.00	59,395.00	62,068.00	64,861.00	67,781.00	71,164.00
200		53,376.00	55,778.00	58,287.00	60,912.00	63,653.00	66,516.00	69,837.00
195		52,382.00	54,738.00	57,200.00	59,772.00	62,463.00	65,274.00	68,529.00
190		51,405.00	53,718.00	56,136.00	58,659.00	61,300.00	64,059.00	67,257.00
185		50,449.00	52,718.00	55,090.00	57,568.00	60,158.00	62,864.00	66,003.00
180		49,507.00	51,734.00	54,060.00	56,496.00	59,038.00	61,693.00	64,772.00
175		48,581.00	50,768.00	53,053.00	55,441.00	57,936.00	60,541.00	63,565.00
170		47,676.00	49,824.00	52,066.00	54,407.00	56,855.00	59,415.00	62,378.00
165		46,789.00	48,893.00	51,094.00	53,393.00	55,795.00	58,305.00	61,212.00
160		45,914.00	47,981.00	50,142.00	52,397.00	54,753.00	57,217.00	60,074.00
155		45,057.00	47,083.00	49,205.00	51,417.00	53,733.00	56,151.00	58,953.00
150	12 month	44,220.00	46,208.00	48,288.00	50,461.00	52,730.00	55,104.00	57,851.00
145		43,396.00	45,347.00	47,390.00	49,521.00	51,747.00	54,079.00	56,775.00
140		42,583.00	44,502.00	46,503.00	48,596.00	50,785.00	53,071.00	55,718.00
135		41,791.00	43,671.00	45,638.00	47,689.00	49,838.00	52,080.00	54,677.00
130		41,011.00	42,857.00	44,787.00	46,802.00	48,910.00	51,108.00	53,659.00
125		40,247.00	42,056.00	43,948.00	45,929.00	47,996.00	50,155.00	52,659.00
120		39,496.00	41,272.00	43,133.00	45,074.00	47,103.00	49,221.00	51,678.00
115		38,759.00	40,505.00	42,327.00	44,234.00	46,222.00	48,303.00	50,711.00
111	10.5 month	38,693.00	40,433.00	42,251.00	44,153.00	46,142.00	48,216.00	50,621.00
110		38,036.00	39,747.00	41,536.00	43,406.00	45,358.00	47,400.00	49,764.00
105		37,328.00	39,008.00	40,762.00	42,596.00	44,511.00	46,513.00	48,837.00
100		36,631.00	38,280.00	40,004.00	41,804.00	43,685.00	45,650.00	47,927.00

LONGEVITY STEPS AT COMPLETION OF:

13th year	1% of employee's base salary
16th year	2% of employee's base salary
19th year	3% of employee's base salary
22nd year	4% of employee's base salary
25th year	5% of employee's base salary
28th year	6% of employee's base salary

~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.

SUBSTITUTE EMPLOYEES:

All classified substitutes shall be paid at step 1 of the classification in which they substitute.

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.

Substitutes will be paid according to the above policy unless otherwise approved by the Director for Classified Personnel.

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
MANAGEMENT SALARY SCHEDULE #18 and #28
2021/2022**

Attachment B

POSITION TITLE	CLASS	**
Assistant Director of Safety and Security	210	245*
Chief Facilities Officer	260	245*
Construction Project Manager I	140	245*
Construction Project Manager II	160	245*
Continuous Improvement Support Leader	230	245*
Coordinator,		
Academic Program	155	200
Advancement Via Individual Determination (AVID)	195	210
Community Partnership (FACE)	150	200
District Athletic/Facility Utilization	195	210
Expanded Learning	195	210
Health Services	200	245*
Prevention & Intervention Services	195	210
Safe Routes to School and Facilities Outreach	120	245*
Special Education	215	210
Student Support and Health Services	195	210
Director,		
Classified Personnel	235	245*
Career Technical Education and Educational Options	235	245*
Communications/Public Information Officer	200	245*
Curriculum/Professional Learning	245	245*
Development	210	245*
Education Equity	235	245*
Elementary Education	245	245*
English Learner Services	235	245*
Family & Community Engagement (FACE)	235	245*
Fiscal Services	225	245*
Food & Nutrition Services	215	245*
Human Resources	245	245*
Instructional Support	225	245*
Maintenance & Operations	215	245*
Personnel Development	235	245*
Planning	210	245*
Purchasing & Warehouse	195	245*
Research & Evaluation	235	245*
Safety and Security	235	245*
School Improvement Support	235	245*
Secondary Education	245	245*
Special Education & SELPA	245	245*
Student Support and Health Services	245	245*
Transportation and Commercial Compliance	215	245*
Visual and Performing Arts (VAPA)	195	245*
District Grant Writer	160	245*
District Head Counselor	195	245*
Executive Director of Education Services	260	245*
Legal Compliance Specialist	200	245*

POSITION TITLE	CLASS	**
Manager,		
Accounting	160	245*
Application Support and Programming	200	245*
Budget	160	245*
Compensation & Benefits	160	245*
Computer Security and Special Projects	200	245*
Communications	140	245*
Custodial Services	160	245*
Desktop Support and Helpdesk	200	245*
Enterprise Systems	200	245*
Facilities Accounting	160	245*
Grounds	160	245*
Maintenance and Operations	160	245*
Planning	140	245*
Research Projects	180	245*
Risk	160	245*
Senior Construction	180	245*
Principal:		
Adult & Community Education	205	245*
Continuation	200	216
Elementary K-6 (under 400)	185	207
Elementary K-6 (over 400)	205	207
Elementary K-6 (over 400) Year Round	225	245*
High School	245	245*
Middle School 7-8	220	235*
Special Education	235	227
Program Administrator,		
Adult & Community Education	195	245*
Elementary	165	200
High School	195	210
Middle School	165	206
Program Specialist,		
Advancement Via Individual Determination (AVID)	170	200
Behavioral Services	180	200
College and Career Options	170	200
Curriculum/Professional Learning	170	200
Educational Equity	180	200
English Learner Services	180	200
Expanded Learning	180	200
Family & Community Engagement (FACE)	180	200
Foster Youth Services	180	200
School Improvement Support	170	200
Preschool	180	200
Special Education	190	200
Student Services	170	200
Student Support & Health Services	170	200
Student Support Center	180	200
Technology Integration	170	200
Vice Principal:		
Adult & Community Education	165	210
Alternative/Continuation High School	155	200
Elementary K-6	165	200
K-6 Year Round	195	219
Middle School	165	206
High School	195	210

*Vacation days accrued; work days fluctuate between 245/246 each year based on calendar work days.

**ELK GROVE UNIFIED SCHOOL DISTRICT
MANAGEMENT SALARY SCHEDULES #18 AND #28
2021/2022**

CLASS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6 & 7	STEP 8	STEP 9
260	125,154.00	129,536.00	134,068.00	138,762.00	143,617.00	148,645.00	151,620.00	157,695.00
255	122,941.00	127,244.00	131,697.00	136,306.00	141,078.00	146,017.00	148,936.00	154,904.00
250	120,768.00	124,996.00	129,369.00	133,896.00	138,584.00	143,432.00	146,299.00	152,163.00
245	118,633.00	122,784.00	127,082.00	131,531.00	136,133.00	140,899.00	143,717.00	149,476.00
240	116,534.00	120,613.00	124,833.00	129,202.00	133,726.00	138,404.00	141,171.00	146,830.00
235	114,474.00	118,479.00	122,627.00	126,919.00	131,359.00	135,960.00	138,676.00	144,235.00
230	112,450.00	116,383.00	120,458.00	124,677.00	129,036.00	133,556.00	136,224.00	141,685.00
225	110,462.00	114,328.00	118,330.00	122,469.00	126,756.00	131,195.00	133,814.00	139,180.00
220	108,510.00	112,307.00	116,234.00	120,304.00	124,517.00	128,875.00	131,453.00	136,720.00
215	106,588.00	110,318.00	114,182.00	118,178.00	122,314.00	126,593.00	129,125.00	134,299.00
210	104,703.00	108,370.00	112,163.00	116,090.00	120,154.00	124,356.00	126,844.00	131,928.00
205	102,853.00	106,454.00	110,179.00	114,035.00	118,026.00	122,156.00	124,600.00	129,597.00
200	101,036.00	104,570.00	108,233.00	112,018.00	115,938.00	120,002.00	122,398.00	127,304.00
195	99,247.00	102,721.00	106,322.00	110,037.00	113,887.00	117,878.00	120,233.00	125,052.00
190	97,493.00	100,905.00	104,435.00	108,090.00	111,874.00	115,788.00	118,104.00	122,837.00
185	95,770.00	99,123.00	102,593.00	106,182.00	109,898.00	113,744.00	116,018.00	120,669.00
180	94,075.00	97,366.00	100,776.00	104,303.00	107,951.00	111,732.00	113,965.00	118,532.00
175	92,414.00	95,646.00	98,994.00	102,459.00	106,046.00	109,758.00	111,951.00	116,438.00
170	90,779.00	93,956.00	97,245.00	100,647.00	104,173.00	107,817.00	109,976.00	114,382.00
165	89,172.00	92,292.00	95,524.00	98,867.00	102,327.00	105,910.00	108,028.00	112,357.00
160	87,598.00	90,661.00	93,834.00	97,117.00	100,521.00	104,034.00	106,115.00	110,368.00
155	86,048.00	89,059.00	92,176.00	95,404.00	98,744.00	102,197.00	104,242.00	108,420.00
150	84,526.00	87,487.00	90,547.00	93,717.00	96,999.00	100,392.00	102,400.00	106,503.00
145	83,031.00	85,938.00	88,946.00	92,060.00	95,283.00	98,618.00	100,591.00	104,622.00
140	81,562.00	84,418.00	87,373.00	90,429.00	93,594.00	96,873.00	98,809.00	102,768.00
135	80,118.00	82,925.00	85,828.00	88,830.00	91,940.00	95,159.00	97,062.00	100,952.00
130	78,705.00	81,461.00	84,310.00	87,261.00	90,315.00	93,476.00	95,349.00	99,170.00
125	77,313.00	80,019.00	82,821.00	85,720.00	88,718.00	91,827.00	93,664.00	97,415.00
120	75,945.00	78,606.00	81,355.00	84,204.00	87,151.00	90,199.00	92,006.00	95,691.00

SUBSTITUTE EMPLOYEES - The pay period is from the 16th of the month to the 15th of the following month. Payroll will mail your check to your mailing address on or before the 10th or 17th of the following month.

LONGEVITY STEPS AT COMPLETION OF:

13 years: 1% of employee's base salary
 16 years: 2% of employee's base salary
 19 years: 3% of employee's base salary
 22 years: 4% of employee's base salary
 25 years: 6% of employee's base salary

ELK GROVE UNIFIED SCHOOL DISTRICT
CONFIDENTIAL AND SUPERVISORY SALARY SCHEDULE #22
2021/22

Attachment B

CLASSIFICATION	CLASS
Administrative Assistant I	135
Grants Technician (213 work days)	135
Site Supervisor - Food and Nutrition Services	140
Administrative Assistant II	145
Site Supervisor - Custodial Services	160
Administrative Assistant III	170
Communications Specialist	190
Senior Administrative Assistant	195
Supervisor - Facilities Accounting	220
Supervisor - Purchasing	220
Supervisor - Warehouse	220
Supervisor - Always Learning/Community Education	230
Executive Assistant	235
Supervisor - Transportation	235
Senior Communications Specialist	240
Supervisor - Fleet Maintenance	240
Manager - Food and Nutrition Services Production	245
Area Supervisor - Custodial	260
Area Supervisor - Grounds	260
Area Supervisor - Maintenance	260
Area Supervisor - Maintenance & Operations Water Quality	260
Accounting Analyst	260
Budget Analyst	260
Financial Analyst - Facilities	260
Fiscal Compliance Specialist	260
Operations Manager - Food and Nutrition Services	260
Risk Management Analyst	260
Manager - Fleet Maintenance	265
Manager - Transportation Operations	265
Nutrition Specialist	265
Safety and Security Manager	265
Senior Executive Assistant	265
Sergeant	265
Supervisor - Payroll/Benefits	265
Financial Data and Operations Analyst	275
Personnel Analyst	275
Supervisor - BTTI	300

Salaries reflected on this schedule represent a 12-month work year except as noted.

**ELK GROVE UNIFIED SCHOOL DISTRICT
CONFIDENTIAL & SUPERVISORY SALARY SCHEDULE #22**

Attachment B

2021/22

CLASS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7+
300	79,328.00	82,902.00	86,631.00	90,527.00	94,602.00	98,858.00	103,790.00
295	77,857.00	81,355.00	85,015.00	88,840.00	92,837.00	97,016.00	101,856.00
290	76,398.00	79,839.00	83,430.00	87,187.00	91,108.00	95,207.00	99,957.00
285	74,975.00	78,350.00	81,873.00	85,559.00	89,410.00	93,434.00	98,096.00
280	73,579.00	76,891.00	80,348.00	83,961.00	87,740.00	91,689.00	96,261.00
275	72,205.00	75,453.00	78,849.00	82,398.00	86,104.00	89,982.00	94,470.00
270	70,859.00	74,047.00	77,381.00	80,862.00	84,502.00	88,305.00	92,711.00
265	69,536.00	72,668.00	75,936.00	79,352.00	82,922.00	86,655.00	90,977.00
260	68,238.00	71,311.00	74,522.00	77,873.00	81,378.00	85,038.00	89,282.00
255	66,968.00	69,981.00	73,134.00	76,421.00	79,860.00	83,457.00	87,620.00
250	65,719.00	68,677.00	71,766.00	74,996.00	78,367.00	81,895.00	85,982.00
245	64,498.00	67,397.00	70,425.00	73,597.00	76,906.00	80,368.00	84,376.00
240	63,290.00	66,138.00	69,113.00	72,221.00	75,473.00	78,869.00	82,808.00
235	62,111.00	64,905.00	67,828.00	70,881.00	74,070.00	77,403.00	81,261.00
230	60,954.00	63,695.00	66,562.00	69,557.00	72,688.00	75,956.00	79,749.00
225	59,816.00	62,508.00	65,320.00	68,261.00	71,334.00	74,545.00	78,262.00
220	58,700.00	61,343.00	64,103.00	66,989.00	70,003.00	73,150.00	76,802.00
215	57,608.00	60,195.00	62,906.00	65,735.00	68,697.00	71,788.00	75,371.00
210	56,534.00	59,077.00	61,736.00	64,512.00	67,417.00	70,450.00	73,965.00
205	55,481.00	57,973.00	60,583.00	63,309.00	66,158.00	69,137.00	72,587.00
200	54,444.00	56,894.00	59,453.00	62,130.00	64,926.00	67,846.00	71,234.00
195	53,430.00	55,833.00	58,344.00	60,967.00	63,712.00	66,579.00	69,900.00
190	52,433.00	54,792.00	57,259.00	59,832.00	62,526.00	65,340.00	68,602.00
185	51,458.00	53,772.00	56,192.00	58,719.00	61,361.00	64,121.00	67,323.00
180	50,497.00	52,769.00	55,141.00	57,626.00	60,219.00	62,927.00	66,067.00
175	49,553.00	51,783.00	54,114.00	56,550.00	59,095.00	61,752.00	64,836.00
170	48,630.00	50,820.00	53,107.00	55,495.00	57,992.00	60,603.00	63,626.00
165	47,725.00	49,871.00	52,116.00	54,461.00	56,911.00	59,471.00	62,436.00
160	46,832.00	48,941.00	51,145.00	53,445.00	55,848.00	58,361.00	61,275.00
155	45,958.00	48,025.00	50,189.00	52,445.00	54,808.00	57,274.00	60,132.00
150	45,104.00	47,132.00	49,254.00	51,470.00	53,785.00	56,206.00	59,008.00
145	44,264.00	46,254.00	48,338.00	50,511.00	52,782.00	55,161.00	57,911.00
140	43,435.00	45,392.00	47,433.00	49,568.00	51,801.00	54,132.00	56,832.00
135	42,627.00	44,544.00	46,551.00	48,643.00	50,835.00	53,122.00	55,771.00
130	41,831.00	43,714.00	45,683.00	47,738.00	49,888.00	52,130.00	54,732.00
125	41,052.00	42,897.00	44,827.00	46,848.00	48,956.00	51,158.00	53,712.00
120	40,286.00	42,097.00	43,996.00	45,975.00	48,045.00	50,205.00	52,712.00
115	39,534.00	41,315.00	43,174.00	45,119.00	47,146.00	49,269.00	51,725.00
110	38,797.00	40,542.00	42,367.00	44,274.00	46,265.00	48,348.00	50,759.00
105	38,075.00	39,788.00	41,577.00	43,448.00	45,401.00	47,443.00	49,814.00
100	37,364.00	39,046.00	40,804.00	42,640.00	44,559.00	46,563.00	48,886.00

LONGEVITY STEP AT COMPLETION OF:

13th year 1% of employee's base salary
16th year 2% of employee's base salary
19th year 3% of employee's base salary
22nd year 4% of employee's base salary
25th year 5% of employee's base salary
28th year 6% of employee's base salary

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.

SUBSTITUTE SERVICE:

All classified substitutes shall be paid at step 1 of the classification in which they substitute.

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.

Substitutes will be paid according to the above policy unless otherwise approved by the Director for Classified Personnel.

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
ADMINISTRATIVE SUPPORT SALARY SCHEDULE #26 and #27
2021/22**

Attachment B

CLASSIFICATION	RANGE
Media Coordinator	100
Elementary School Secretary (10.5 month)	111
Nutrition Assistant	130
Budget Technician I	140
Budget Technician - Curriculum/Professional Learning	140
Continuation School Secretary	140
School Secretary, Special Programs	140
Budget Technician - Food and Nutrition Services	145
Budget Technician - Maintenance and Operations	145
Elementary School Secretary (12 month)	150
Middle School Secretary	150
Budget Technician II	170
Fiscal Specialist, Special Programs	170
High School Secretary	170
Personnel Technician	170
Media Production Specialist	175
Attendance Accounting Specialist	190
Building Program Accounting Specialist	190
Personnel Technician III	190
Risk Management Technician - Lead	190
Budget Technician III	205
Loss Control Specialist	225
Computer Training and Support Specialist I	240
Data Integration Support Specialist	240
Network Administrator I	240
Research Analyst	240
Technology Systems Administrator I	240
CALPADS Coordinator and Data Specialist	250
Web and Communications Specialist	250
Assistive Technology Specialist	260
Computer Training and Support Specialist II	260
Network Administrator II	260
Programmer Analyst I	260
Technology Systems Administrator II	260
Computer Training and Support Specialist III	275
Network Administrator III	275
Technology Systems Administrator III	275
Web Specialist	275
Programmer Analyst II	280
Research Strategist	280
Programmer Analyst III	295
Senior Computer Training and Support Specialist	310
Senior Database Coordinator	310
Senior Network Administrator	310
Senior Programmer Analyst	310
Senior Programmer Analyst - Financial Systems	310
Senior Technology Planning Specialist	310
Senior Technology Systems Administrator	310

ELK GROVE UNIFIED SCHOOL DISTRICT
ADMINISTRATIVE SUPPORT SALARY SCHEDULE #26 and #27
2021/22

Attachment B

CLASS		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7+
310		82,375.00	86,080.00	89,953.00	94,002.00	98,232.00	102,652.00	107,772.00
305		80,838.00	84,476.00	88,277.00	92,248.00	96,399.00	100,737.00	105,764.00
300		79,328.00	82,902.00	86,631.00	90,527.00	94,602.00	98,858.00	103,790.00
295		77,857.00	81,355.00	85,015.00	88,840.00	92,837.00	97,016.00	101,856.00
290		76,398.00	79,839.00	83,430.00	87,187.00	91,108.00	95,207.00	99,957.00
285		74,975.00	78,350.00	81,873.00	85,559.00	89,410.00	93,434.00	98,096.00
280		73,579.00	76,891.00	80,348.00	83,961.00	87,740.00	91,689.00	96,261.00
275		72,205.00	75,453.00	78,849.00	82,398.00	86,104.00	89,982.00	94,470.00
270		70,859.00	74,047.00	77,381.00	80,862.00	84,502.00	88,305.00	92,711.00
265		69,536.00	72,668.00	75,936.00	79,352.00	82,922.00	86,655.00	90,977.00
260		68,238.00	71,311.00	74,522.00	77,873.00	81,378.00	85,038.00	89,282.00
255		66,968.00	69,981.00	73,134.00	76,421.00	79,860.00	83,457.00	87,620.00
250		65,719.00	68,677.00	71,766.00	74,996.00	78,367.00	81,895.00	85,982.00
245		64,498.00	67,397.00	70,425.00	73,597.00	76,906.00	80,368.00	84,376.00
240		63,290.00	66,138.00	69,113.00	72,221.00	75,473.00	78,869.00	82,808.00
235		62,111.00	64,905.00	67,828.00	70,881.00	74,070.00	77,403.00	81,261.00
230		60,954.00	63,695.00	66,562.00	69,557.00	72,688.00	75,956.00	79,749.00
225		59,816.00	62,508.00	65,320.00	68,261.00	71,334.00	74,545.00	78,262.00
220		58,700.00	61,343.00	64,103.00	66,989.00	70,003.00	73,150.00	76,802.00
215		57,608.00	60,195.00	62,906.00	65,735.00	68,697.00	71,788.00	75,371.00
210		56,534.00	59,077.00	61,736.00	64,512.00	67,417.00	70,450.00	73,965.00
205		55,481.00	57,973.00	60,583.00	63,309.00	66,158.00	69,137.00	72,587.00
200		54,444.00	56,894.00	59,453.00	62,130.00	64,926.00	67,846.00	71,234.00
195		53,430.00	55,833.00	58,344.00	60,967.00	63,712.00	66,579.00	69,900.00
190		52,433.00	54,792.00	57,259.00	59,832.00	62,526.00	65,340.00	68,602.00
185		51,458.00	53,772.00	56,192.00	58,719.00	61,361.00	64,121.00	67,323.00
180		50,497.00	52,769.00	55,141.00	57,626.00	60,219.00	62,927.00	66,067.00
175		49,553.00	51,783.00	54,114.00	56,550.00	59,095.00	61,752.00	64,836.00
170		48,630.00	50,820.00	53,107.00	55,495.00	57,992.00	60,603.00	63,626.00
165		47,725.00	49,871.00	52,116.00	54,461.00	56,911.00	59,471.00	62,436.00
160		46,832.00	48,941.00	51,145.00	53,445.00	55,848.00	58,361.00	61,275.00
155		45,958.00	48,025.00	50,189.00	52,445.00	54,808.00	57,274.00	60,132.00
150	12 month	45,104.00	47,132.00	49,254.00	51,470.00	53,785.00	56,206.00	59,008.00
145		44,264.00	46,254.00	48,338.00	50,511.00	52,782.00	55,161.00	57,911.00
140		43,435.00	45,392.00	47,433.00	49,568.00	51,801.00	54,132.00	56,832.00
135		42,627.00	44,544.00	46,551.00	48,643.00	50,835.00	53,122.00	55,771.00
130		41,831.00	43,714.00	45,683.00	47,738.00	49,888.00	52,130.00	54,732.00
125		41,052.00	42,897.00	44,827.00	46,848.00	48,956.00	51,158.00	53,712.00
120		40,286.00	42,097.00	43,996.00	45,975.00	48,045.00	50,205.00	52,712.00
115		39,534.00	41,315.00	43,174.00	45,119.00	47,146.00	49,269.00	51,725.00
111	10.5 month	39,467.00	41,242.00	43,096.00	45,036.00	47,065.00	49,180.00	51,633.00
110		38,797.00	40,542.00	42,367.00	44,274.00	46,265.00	48,348.00	50,759.00
105		38,075.00	39,788.00	41,577.00	43,448.00	45,401.00	47,443.00	49,814.00
100		37,364.00	39,046.00	40,804.00	42,640.00	44,559.00	46,563.00	48,886.00

LONGEVITY STEPS AT COMPLETION OF:

13th year 1% of employee's base salary
16th year 2% of employee's base salary
19th year 3% of employee's base salary
22nd year 4% of employee's base salary
25th year 5% of employee's base salary
28th year 6% of employee's base salary

~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.

SUBSTITUTE EMPLOYEES:

All classified substitutes shall be paid at step 1 of the classification in which they substitute.

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.

Substitutes will be paid according to the above policy unless otherwise approved by the Director for Classified Personnel.

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.