

**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:	Elk Grove Team for Education/Administrative Management & Support (EGTEAM)
Certificated, Classified, Other:	Certificated/Classified Management

The proposed agreement covers the period beginning: **July 1, 2021** and ending: **June 30, 2022**  
 (date) (date)

The Governing Board will act upon this agreement on: **June 28, 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)	Year 2 Increase/(Decrease)	Year 3 Increase/(Decrease)
			2021-22	2022-23	2023-24
1. <b>Salary Schedule</b> Including Step and Column	\$ 48,810,769	\$ 2,053,452.00	\$ 2,057,559	\$ 2,061,674	
		4.21%	4.05%	3.90%	
2. <b>Other Compensation</b> Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ -	\$ 1,098,513	\$ -	\$ -	
<b>Description of Other Compensation</b>		2% one-time off-schedule payment or \$1,700 which ever is			
3. <b>Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.</b>	\$ 12,967,014	\$ 849,255	\$ 523,868	\$ 523,868	
		6.55%	3.79%	3.65%	
4. <b>Health/Welfare Plans</b>	\$ 7,206,415				
		0.00%	0.00%	0.00%	
5. <b>Total Bargaining Unit Compensation</b> Add Items 1 through 4 to equal 5	\$ 68,984,198	\$ 4,001,220	\$ 2,581,427	\$ 2,585,542	
		5.80%	3.54%	3.42%	
6. <b>Total Number of Bargaining Unit Employees</b> (Use FTEs if appropriate)	507.90				
7. <b>Total Compensation Average Cost per Bargaining Unit Employee</b>	\$ 135,822	\$ 7,878	\$ 5,083	\$ 5,091	
		5.80%	3.54%	3.42%	

**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 percentage change for year one is 4.04% with one-time off schedule payment of \$1,700 or 2% per employee, whichever is greater.

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

Each salary schedule was reduced by one-step by removing the "sit" step thus removing the requirement to sit two years before advancing to the next experience step on the schedule.

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

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

**Unrestricted General Fund**

Bargaining Unit: e Team for Education/Administrative Management & Support (EG)

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		\$ 1,655,768	\$ 73,444,493
Employee Benefits	3000-3999	\$ 135,433,087		\$ 559,814	\$ 135,992,901
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	\$ -	\$ 2,215,582	\$ 529,938,824
<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)	\$ -	\$ (2,215,582)	\$ (14,496,541)
<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	\$ -	\$ (2,215,582)	\$ 107,396,830
<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	\$ -	\$ (2,215,582)	\$ 72,835,240

\*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

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

**Restricted General Fund**

Bargaining Unit: e Team for Education/Administrative Management & Support (EG)

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	\$ 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>	\$ 356,571,832		\$ -	\$ 356,571,832
<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>	\$ 494,344,272	\$ -	\$ -	\$ 494,344,272
<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>	\$ (27,743,787)	\$ -	\$ -	\$ (27,743,787)
<b>BEGINNING FUND BALANCE</b>				
9791	\$ 51,784,760			\$ 51,784,760
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
<b>ENDING FUND BALANCE</b>	\$ 24,040,973	\$ -	\$ -	\$ 24,040,973
<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

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

**Combined General Fund**

Bargaining Unit:rove Team for Education/Administrative Management & Support (EGTE)

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>	\$ 982,765,374		\$ -	\$ 982,765,374
<b>EXPENDITURES</b>				
Certificated Salaries 1000-1999	\$ 364,368,956	\$ -	\$ -	\$ 364,368,956
Classified Salaries 2000-2999	\$ 124,536,057	\$ -	\$ 1,655,768	\$ 126,191,825
Employee Benefits 3000-3999	\$ 231,763,019	\$ -	\$ 559,814	\$ 232,322,833
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>	\$ 1,022,067,514	\$ -	\$ 2,215,582	\$ 1,024,283,096
<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>	\$ (40,024,746)	\$ -	\$ (2,215,582)	\$ (42,240,328)
<b>BEGINNING FUND BALANCE</b>				
9791	\$ 173,678,131			\$ 173,678,131
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
<b>ENDING FUND BALANCE</b>	\$ 133,653,385	\$ -	\$ (2,215,582)	\$ 131,437,803
<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	\$ -	\$ (2,215,582)	\$ 72,835,240

\*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

**Explanations for Column 3 "Other Revisions" entered on Pages 4a through 4h:**

Page 4a: Unrestricted General Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ 2,215,582	Pending budget transfer for AFSCME and CSEA tentative agreement.
Other Financing Sources/Uses	\$ -	

Page 4b: Restricted General Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4d: Fund 11 - Adult Education Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4e: Fund 12 - Child Development Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4f: Fund 13/61 - Cafeteria Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4g: Other	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4h: Other	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Additional Comments:

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

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

**Unrestricted General Fund MYP**

Bargaining Unit: Team for Education/Administrative Management & Support (EC)

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>	\$ 626,193,542	\$ 641,107,136	\$ 672,570,349
<b>EXPENDITURES</b>			
Certificated Salaries 1000-1999	\$ 267,546,938	\$ 276,635,666	\$ 279,693,701
Classified Salaries 2000-2999	\$ 73,444,493	\$ 67,449,186	\$ 67,572,482
Employee Benefits 3000-3999	\$ 135,992,901	\$ 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>	\$ 529,938,824	\$ 538,341,512	\$ 547,672,842
<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>	\$ (14,496,541)	\$ (16,914,943)	\$ 1,326,183
<b>BEGINNING FUND BALANCE</b>			
9791	\$ 121,893,371	\$ 107,396,830	\$ 90,481,887
Audit Adjustments/Other Restatements 9793/9795	\$ -		
<b>ENDING FUND BALANCE</b>	\$ 107,396,830	\$ 90,481,887	\$ 91,808,070
<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	\$ 72,835,240	\$ 54,190,142	\$ 55,211,065

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts must be positive**

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

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

**Restricted General Fund MYP**

Bargaining Unit: Team for Education/Administrative Management & Support (EC)

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>	\$ 356,571,832	\$ 359,453,720	\$ 363,150,864
<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>	\$ 494,344,272	\$ 458,716,582	\$ 464,951,298
<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>	\$ (27,743,787)	\$ 19,695,099	\$ 21,048,284
<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>	\$ 24,040,973	\$ 43,736,072	\$ 64,784,356
<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

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

**Combined General Fund MYP**

Bargaining Unit: Team for Education/Administrative Management & Support (E)

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>	\$ 982,765,374	\$ 1,000,560,856	\$ 1,035,721,213
<b>EXPENDITURES</b>			
Certificated Salaries 1000-1999	\$ 364,368,956	\$ 375,783,547	\$ 381,262,609
Classified Salaries 2000-2999	\$ 126,191,825	\$ 120,593,197	\$ 121,113,964
Employee Benefits 3000-3999	\$ 232,322,833	\$ 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>	\$ 1,024,283,096	\$ 997,058,094	\$ 1,012,624,140
<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>	\$ (42,240,328)	\$ 2,780,156	\$ 22,374,467
<b>BEGINNING FUND BALANCE</b>			
9791	\$ 173,678,131	\$ 131,437,803	\$ 134,217,959
Audit Adjustments/Other Restatements 9793/9795	\$ -		
<b>ENDING FUND BALANCE</b>	\$ 131,437,803	\$ 134,217,959	\$ 156,592,426
<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	\$ 72,835,240	\$ 54,190,142	\$ 55,211,065

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts must be positive**

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

**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)	\$ 1,025,005,702	\$ 997,780,700	\$ 1,013,346,746
b.	Less: Special Education Pass-Through Funds		\$ -	\$ -
c.	Net Expenditures, Transfers Out, and Uses	\$ 1,025,005,702	\$ 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)	\$ 20,500,114	\$ 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)	\$ 72,835,240	\$ 54,190,142	\$ 55,211,065
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	\$ 93,835,240	\$ 74,290,142	\$ 75,611,065
f.	Reserve for Economic Uncertainties Percentage	9.15%	7.45%	7.46%

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

2021-22	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2022-23	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2023-24	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

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

**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	\$ 4,001,220
General Fund balance Increase/(Decrease), Page 4c, Column 2	\$ -
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)	\$ -

**Variance** \$ 4,001,220

**Variance Explanation:**

The variance of \$4 million is 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 employees
Current FY Surplus/(Deficit) after settlement(s)?	\$(42,240,328)	(4.1%)	One-time salary compensation to employees
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

**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, 2021 to June 20, 2024.

**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:**

	<b>Budget Adjustment Increase/(Decrease)</b>
Revenues/Transfers In and Other Sources/Contributions	\$ -
Expenditures/Transfers Out and Other Uses	\$ 2,215,582
Ending Balance(s) Increase/(Decrease)	\$ (2,215,582)

Subsequent Years

**Budget Adjustment Categories:**

	<b>Budget Adjustment Increase/(Decrease)</b>
Revenues/Transfers In and Other Sources/Contributions	\$ -
Expenditures/Transfers Out and Other Uses	\$ -
Ending Balance(s) 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

**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)

6/13/22  
\_\_\_\_\_  
Date

I hereby certify      \_\_\_ I am unable to certify

  
\_\_\_\_\_  
Shannon Hayes  
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)	
<i>Ongoing 2.00% All Units 7/1/2020</i>	<b>(10,981,446)</b>	(10,981,446)	(10,981,446)	(10,981,446)	
<i>Ongoing 2.25% All Units 7/1/2021</i>	<b>(12,601,208)</b>	(12,601,208)	(12,601,208)	(12,601,208)	
<i>One-time 2.00% All Units</i>	<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><i>SURPLUS/(DEFICIT)</i></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><i>UNDESIGNATED</i></b>	<b>\$ 75,050,822</b>	<b>\$ 56,405,723</b>	<b>\$ 57,426,645</b>	5.67%

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

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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.

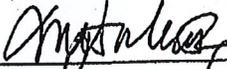
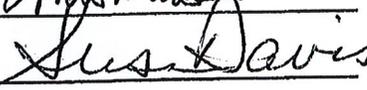
7. This Meet and Confer summary completes the meet and confer process for the 2020-2021 and the 2021-2022 school years.

For EGUSD

 D. KELLY  
 R. Pierce

Dated: 6/10/22

For EGTEAMS

Dated: 6/10/22

WA  
OK

**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 EGUUSD 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**

<b>CLASSIFICATION</b>	<b>RANGE</b>
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  
2021/22**

Attachment B

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
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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
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