

SACRAMENTO COUNTY OFFICE OF EDUCATION

PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5, and CCR, Title V, Section 15449

Name of School District: Elk Grove Unified School District

Name of Bargaining Unit: Amalgamated Transit Union, Local 256 (ATU)

Certificated, Classified, Other: Classified - Non Management

The proposed agreement covers the period beginning: July 1, 2016 and ending: June 30, 2017

(date)

(date)

The Governing Board will act upon the agreement on: September 6, 2016

(date)

Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.

A. Proposed Change in Compensation

Compensation		Annual	Fiscal Impact of Proposed Agreement		
		Cost Prior to	Year 1	Year 2	Year 3
		Proposed Agreement	Increase (Decrease)	Increase (Decrease)	Increase (Decrease)
		FY 2015/16	FY 2016/17	FY 2017/18	FY 2018/19
1	Salary Schedule (This is to include Step and Columns, which is also reported separately in Item 6)	\$7,035,401	\$175,885	\$175,885	\$175,885
			0.0250	0.0244	0.0238
2	Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$0	\$0	\$0	\$0
3	Statutory Benefits - STRS, PERS, FICA, WE, UI, Medicare, etc.	\$1,782,630	\$44,566	\$44,566	\$44,566
			0.02500014	0.024390377	0.023809651
4	Health/Welfare Plans	\$2,527,625			
5	Total Compensation - Add Items 1 through 4 to equal 5	\$11,345,656	\$220,451	\$220,451	\$220,451
			0.019430432	0.019060087	0.018703594
6	Step and Column - Due to movement plus any changes due to settlement. This is a subset of Item No. 1	\$14,071			
7	Total Number of Represented Employees (Use FTEs if appropriate)	167.9406	167.9406	167.9406	167.9406
8	Total Compensation Average Cost per Employee	\$67,558	\$1,313	\$1,313	\$1,313

- 9 . **What was the negotiated percentage increase approved? For example, if the increase in "Year 1" was for less than a full year, what is the annualized percentage of that increase for "Year 1"?**

The negotiated percentage increase is 2.5% to the 2015-16 salary schedule for step 4, 5/6, and 7 and a new step 8.

- 10 . **Were any additional steps, columns, or range added to the schedule? (If yes, please explain.)**

Yes. A new step 8 was created with the savings of the 2.5% that was not applied to step 1, 2 and 3 which amounts to .989% greater than step 7.

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

N/A

- 12 . **Does this bargaining unit have a negotiated cap for Health & Welfare** Yes ☒ No ☐

If yes, please describe the cap amount.

The District's maximum contribution toward medical benefit premium costs shall be 80% of the premium cost for the low cost medical plan offered by the District. Each Bargaining Unit member's contribution toward medical benefit premium costs shall be at 20% of the premium cost from the low cost plan medical plan offered by the district. Unit members shall be responsible for the buy up costs related to selecting a medical plan other than the low cost plan.

- B. **Proposed Negotiated Changes in Non-compensation Items (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)**

N/A

- C. **What are the specific impacts (positive or negative) on instructional and support programs accommodate the settlement? Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff, etc.)**

N/A

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

None.

E. Will this agreement create, or decrease deficit financing in the current or subsequent year(s)? "Deficit Financing" is defined to exist when a fund's expenditures and other financing uses exceed its revenue and other financing sources in a given year. If yes, explain the amounts and justification for doing so.

This agreement creates deficit financing in fiscal year 2016/17, however based on current state projected revenue there is sufficient ongoing funding.

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

N/A

G. Source of Funding for Proposed Agreement

1. Current Year

Ongoing additional state revenue.

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years (i.e., what will all the district to afford this contract)?

It is projected we will receive sufficient ongoing state revenues to fund this agreement ongoing.

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.)

N/A

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Bargaining Unit:		Unrestricted General Fund ATU		
	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 7/01/16)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$516,859,219			\$516,859,219
Remaining Revenues (8100-8799)	\$27,031,508			\$27,031,508
TOTAL REVENUES	\$543,890,727	\$0	\$0	\$543,890,727
EXPENDITURES				
Certificated Salaries (1000-1999)	\$246,943,767	\$0		\$246,943,767
Classified Salaries (2000-2999)	\$52,866,445			\$52,866,445
Employee Benefits (3000-3999)	\$116,009,290	\$0		\$116,009,290
Books and Supplies (4000-4999)	\$37,085,380			\$37,085,380
Services, Other Operating Expenses (5000-5999)	\$22,474,161			\$22,474,161
Capital Outlay (6000-6999)	\$761,885			\$761,885
Other Outgo (7100-7299) (7400-7499)	\$1,419,215			\$1,419,215
Direct Support/Indirect Cost (7300-7399)	-\$6,724,017			-\$6,724,017
Other Adjustments				\$0
TOTAL EXPENDITURES	\$470,836,126	\$0	\$0	\$470,836,126
OPERATING SURPLUS (DEFICIT)	\$73,054,601	\$0	\$0	\$73,054,601
TRANSFERS IN & OTHER SOURCES (8910-8979)				\$0
TRANSFERS OUT & OTHER USES (7610-7699)	-\$1,671,686			-\$1,671,686
CONTRIBUTIONS (8980-8999)	-\$82,426,824	\$0		-\$82,426,824
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	-\$11,043,909	\$0	\$0	-\$11,043,909
BEGINNING BALANCE	\$63,413,470			\$63,413,470
Prior-Year Adjustments/Restatements (9793/9795)				\$0
CURRENT-YEAR ENDING BALANCE	\$52,369,561	\$0	\$0	\$52,369,561
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$773,246			\$773,246
Reserved for Economic Uncertainties (9789)	\$13,100,000			\$13,100,000
Designated Amounts (9780)	\$38,496,315			\$38,496,315
Unappropriated Amounts (9790)	\$0	\$0	\$0	\$0

* Please see question on page 7.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Bargaining Unit:

Restricted General Fund
ATU

	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 7/01/16)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$0			\$0
Remaining Revenues (8100-8799)	\$99,324,686			\$99,324,686
TOTAL REVENUES	\$99,324,686	\$0	\$0	\$99,324,686
EXPENDITURES				
Certificated Salaries (1000-1999)	\$51,905,360			\$51,905,360
Classified Salaries (2000-2999)	\$30,364,012			\$30,364,012
Employee Benefits (3000-3999)	\$59,518,305	\$0		\$59,518,305
Books and Supplies (4000-4999)	\$9,962,075			\$9,962,075
Services, Other Operating Expenses (5000-5999)	\$21,131,416			\$21,131,416
Capital Outlay (6000-6999)	\$13,579			\$13,579
Other Outgo (7100-7299) (7400-7499)	\$2,315,692			\$2,315,692
Direct Support/Indirect Cost (7300-7399)	\$5,320,964			\$5,320,964
Other Adjustments				\$0
TOTAL EXPENDITURES	\$180,531,403	\$0	\$0	\$180,531,403
OPERATING SURPLUS (DEFICIT)	-\$81,206,717	\$0	\$0	-\$81,206,717
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$0			\$0
TRANSFERS OUT & OTHER USES (7610-7699)	\$0			\$0
CONTRIBUTIONS (8980-8999)	\$82,426,824	\$0		\$82,426,824
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$1,220,107	\$0	\$0	\$1,220,107
BEGINNING BALANCE	\$13,472,928			\$13,472,928
Prior-Year Adjustments/Restatements (9793/9795)				\$0
CURRENT-YEAR ENDING BALANCE	\$14,693,035	\$0	\$0	\$14,693,035
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$14,693,035	\$0		\$14,693,035
Reserved for Economic Uncertainties (9789)				\$0
Designated Amounts (9780)				\$0
Unappropriated Amounts (9790)	\$0	\$0	\$0	\$0

* Please see question on page 7.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Bargaining Unit:

Combined General Fund
ATU

	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 7/01/16)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$516,859,219	\$0	\$0	\$516,859,219
Remaining Revenues (8100-8799)	\$126,356,194	\$0	\$0	\$126,356,194
TOTAL REVENUES	\$643,215,413	\$0	\$0	\$643,215,413
EXPENDITURES				
Certificated Salaries (1000-1999)	\$298,849,127	\$0	\$0	\$298,849,127
Classified Salaries (2000-2999)	\$83,230,457	\$0	\$0	\$83,230,457
Employee Benefits (3000-3999)	\$175,527,595	\$0	\$0	\$175,527,595
Books and Supplies (4000-4999)	\$47,047,455	\$0	\$0	\$47,047,455
Services, Other Operating Expenses (5000-5999)	\$43,605,577	\$0	\$0	\$43,605,577
Capital Outlay (6000-6999)	\$775,464	\$0	\$0	\$775,464
Other Outgo (7100-7299) (7400-7499)	\$3,734,907	\$0	\$0	\$3,734,907
Direct Support/Indirect Cost (7300-7399)	-\$1,403,053	\$0	\$0	-\$1,403,053
Other Adjustments	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$651,367,529	\$0	\$0	\$651,367,529
OPERATING SURPLUS (DEFICIT)	-\$8,152,116	\$0	\$0	-\$8,152,116
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$0	\$0	\$0	\$0
TRANSFERS OUT & OTHER USES (7610-7699)	-\$1,671,686	\$0	\$0	-\$1,671,686
CONTRIBUTIONS (8980-8999)	\$0	\$0	\$0	\$0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	-\$9,823,802	\$0	\$0	-\$9,823,802
BEGINNING BALANCE	\$76,886,398			\$76,886,398
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
CURRENT-YEAR ENDING BALANCE	\$67,062,596	\$0	\$0	\$67,062,596
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$15,466,281	\$0	\$0	\$15,466,281
Reserved for Economic Uncertainties (9789)	\$13,100,000	\$0	\$0	\$13,100,000
Designated Amounts (9780)	\$38,496,315	\$0	\$0	\$38,496,315
Unappropriated Amounts - Unrestricted (9790)	\$0	\$0	\$0	\$0

I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Enter Bargaining Unit:		Combined General Fund ATU	
	2016-17 Total Current Budget After Settlement	2017-18 First Subsequent Year After Settlement	2018-19 Second Subsequent Year After Settlement
REVENUES			
Revenue Limit Sources (8010-8099)	\$516,859,219	\$529,827,988	\$540,378,342
Remaining Revenues (8100-8799)	\$126,356,194	\$112,051,552	\$112,656,137
TOTAL REVENUES	\$643,215,413	\$641,879,540	\$653,034,479
EXPENDITURES			
Certificated Salaries (1000-1999)	\$298,849,127	\$298,847,661	\$303,306,049
Classified Salaries (2000-2999)	\$83,230,457	\$83,880,881	\$84,338,377
Employee Benefits (3000-3999)	\$175,527,595	\$186,253,797	\$201,029,586
Books and Supplies (4000-4999)	\$47,047,455	\$26,285,496	\$26,285,496
Services, Other Operating Expenses (5000-5999)	\$43,605,577	\$43,261,250	\$43,832,041
Capital Outlay (6000-6999)	\$775,464	\$13,579	\$13,579
Other Outgo (7100-7299) (7400-7499)	\$3,734,907	\$3,761,167	\$3,761,167
Direct Support/Indirect Cost (7300-7399)	-\$1,403,053	-\$203,053	-\$1,403,053
Other Adjustments	\$0	\$0	\$0
TOTAL EXPENDITURES	\$651,367,529	\$642,100,778	\$661,163,242
OPERATING SURPLUS (DEFICIT)	-\$8,152,116	-\$221,238	-\$8,128,763
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$0	\$0	\$0
TRANSFERS OUT & OTHER USES (7610-7699)	-\$1,671,686	-\$471,687	-\$471,687
CONTRIBUTIONS (8980-8999)	\$0	\$0	\$0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	-\$9,823,802	-\$692,925	-\$8,600,450
BEGINNING BALANCE	\$76,886,398	\$67,062,596	\$66,369,671
CURRENT-YEAR ENDING BALANCE	\$67,062,596	\$66,369,671	\$57,769,221
COMPONENTS OF ENDING BALANCE:			
Reserved Amounts (9711-9740)	\$15,466,281	\$16,311,595	\$16,519,718
Reserved for Economic Uncertainties - Unrestricted (9789)	\$13,100,000	\$13,200,000	\$13,250,000
Reserved for Economic Uncertainties - Restricted (9770)			
Board Designated Amounts (9780)	\$38,496,315	\$36,858,076	\$27,999,503
Unappropriated Amounts - Unrestricted (9790)	\$0	\$0	\$0
Unappropriated Amounts - Restricted (9790)	\$0	\$0	\$0

J. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

		2016-17	2017-18	2018-19
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$653,039,215	\$642,572,465	\$661,634,929
b.	State Standard Minimum Reserve Percentage for this District <u>2%</u> enter percentage:	2%	2%	2%
c.	State Standard Minimum Reserve Amount for this District (For districts with less than 1,001 ADA, this is the greater of Line a, times Line b, OR \$50,000	\$13,060,784	\$12,851,449	\$13,232,699

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

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$13,100,000	\$13,200,000	\$13,250,000
b.	General Fund Budgeted Unrestricted Unappropriated Amount (9790)	\$0	\$0	\$0
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9780)	\$0	\$0	\$0
d.	Special Reserve Fund (Fund 17) Budgeted Unappropriated Amount (9780)	\$0	\$0	\$0
g.	Total Available Reserves	\$13,100,000	\$13,200,000	\$13,250,000
h.	Reserve for Economic Uncertainties Percentage	2.0%	2.1%	2.0%

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

2016-17	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2017-18	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2018-19	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

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

N/A

5. If the total amount of the adjustment in Column 2 on Page 4 does not agree with the amount of the Total Compensation Increase in Section A, Line 5, Page 1 (i.e., increase was partially budgeted), explain the variance below:

6. Please include any additional comments and explanation of Page 4 if necessary: N/A

K. CERTIFICATION NO. 1: CERTIFICATION OF THE DISTRICTS ABILITY TO MEET THE COSTS OF COLLECTIVE BARGAINING AGREEMENT

The disclosure document must be signed by the district Superintendent and Chief Business Officer at the time of public disclosure.

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Officer of Elk Grove Unified School District (District), hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the Amalgamated Transit Union, Local 256 (ATU), during the term of the agreement from July 1, 2016 to June 30, 2017.

The budget revisions necessary to meet the costs of the agreement are as follows:

Budget Adjustment Categories:

Revenues/Other Financing Sources

Expenditures/Other Financing Uses

Ending Balance Increase (Decrease)

Budget Adjustment
Increase (Decrease)

 X (No budget revisions necessary)



District Superintendent (Signature)
Christopher R. Hoffman



Date



Chief Business Officer (Signature)
Shannon Hayes



Date

M. CERTIFICATION NO. 2

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

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

District Superintendent (Signature)
Christopher R. Hoffman

Date

Shannon Hayes, Chief Financial Officer
Contact Person

(916) 686-7744
Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on September 6, 2016, took action to approve the proposed Agreement with the Amalgamated Transit Union, Local 256 (ATU).

President (or Clerk), Governing Board
(Signature)

Date

Tentative Agreement

Between

Elk Grove Unified School District

And

Amalgamated Transit Unit, Local 256

August 8, 2016

Elk Grove Unified School District (District) and Amalgamated Transit Union, Local 256 (ATU), collectively referred to as "the parties," have considered their mutual interests and have agreed to enter into this Tentative Agreement (Agreement) to resolve negotiations for the 2016-2017 school year with no reopeners. All of the terms included in this Agreement are contingent upon approval by the Sacramento County Office of Education and ratification by both parties.

2016-2017

1. Salary Schedule

- a. Effective July 1, 2016, step 4 and Step 5 & 6 and Step 7 of the 2015-2016 ATU Salary Schedule, titled #20, shall be increased by 2.5% percent. Step 1, Step 2 and Step 3 of the 2015-2016 ATU Salary Schedule, titled 20, shall not be increased.
- b. Effective July 1, 2016, the parties agree to create a new step 8 on the ATU Salary Schedule, titled #20. The new Step 8 on ATU Salary Schedule, titled 20, shall be only .989% greater than Step 7.
- c. The Parties agree that the cost of implementation of the salary schedule provisions of this Tentative Agreement shall be equal to and consistent with Attachment A, titled 2016-2017 Fiscal year-Distribution of Salary Increase-ATU.
- d. As a result of this Tentative Agreement, effective July 1, 2016, the Parties acknowledge and agree that the difference between steps on the ATU salary schedule shall not be equal.

2. Health Benefits

Consistent with the parties' collective bargaining agreement, the District is responsible for its share of the increased costs for health benefits. It is noted that for the 2016-2017 school year the cost to the District of its increased share was equivalent to .59% in compensation.

3. EGBERT

[Note: Effective beginning in the 2016-2017 school year, pursuant to an agreement with another bargaining unit, the District shall contribute an additional one hundred thousand dollars (\$100,000) each school year to the Elk Grove Benefits Employment Retirement Trust (EGBERT).]

4. ARTICLE 6 - DUES DEDUCTIONS

The Parties agree to the following revisions to Article 6-Dues Deductions:

Amalgamated Transit Union, Local 256 ("ATU" or "Union") has the exclusive right to have member dues deducted from ATU unit members.

A. ATU unit members will sign a dues authorization form and submit it to District, authorizing ATU membership dues, initiation fees and assessments (dues, initiation fees and assessments, together shall be referred to as "dues") to be deducted from their monthly payroll check.

B. For unit members who are employed for the entire school year, the deduction of prorated membership dues shall be made from ATU unit member's paycheck each month for twelve (12) months normally beginning in July and ending in June of each year.

C. Along with each monthly payment of membership dues, the District shall furnish ATU with an alphabetical list of all ATU members indicating the individual amount deducted for dues payers and initiation fees.

D. Nothing shall prohibit an ATU unit member from paying dues directly to ATU.

E. If membership dues are deducted by the District from the paycheck of any ATU member and remitted to ATU and the unit member does not owe such amount, ATU shall immediately return such funds to that ATU member.

F. ATU agrees to furnish any information needed by the District to fulfill the provisions of this Article.

G. Any unit member who belongs to a religious group or church, whose long standing teachings have historically forbidden joining or supporting unions and so demonstrates in writing to the satisfaction of the Union, shall pay such fee to the Union which shall then contribute such fee to one of three established charitable organization identified by ATU. The unit member shall select one of the three ATU established charitable organizations for the donation. The Union shall provide the

unit member with a written receipt indicating a charitable donation has been made in his/her name.

H. ATU and the District hereby agree as follows:

a. ATU shall reimburse the District, its officers, agents, employees, or representatives for all legal fees and legal costs incurred by the District in defending against any court action and/or administrative action before the Public Employment Relations Board or other administrative agency with jurisdiction for any challenge to the legality or constitutionality of the dues and/or service fee provisions of this Agreement or the implementation thereof. ATU shall be provided timely written notification of the challenge and shall have the exclusive right to decide and determine whether the action shall be compromised, resisted, defended, tried, or appealed.

b. ATU shall indemnify and hold harmless the District, its officers, agents, employees, or representatives from any award or compromise of damages or liability arising out of any court action and/or administrative action before the Public Employment Relations Board or other administrative agency with jurisdiction for any challenge to the legality or constitutionality of the dues and/or service fee provisions of this Agreement (or their implementation).

5. Article 22, Section 22.304-Wages

Effective July 1, 2016, the parties agree to the following revisions to the first paragraph of Section 22.304:

The classified salary schedule will provide for three (3) training increments of 3% each. Each training class will require the completion of the equivalent of eight (8) ~~six (6)~~ semester hours of college credit or fifteen (15) clock hours of instruction per unit. College credits and/or hours that have already been utilized for purposes of training class increments cannot be reused. Unused semester college credits and/or hours earned prior July 1, 2016 plus any new semester college credits or hours earned after July 1, 2016, can be used by unit members beginning on July 1, 2016 in order for unit members to move to a new training increment.

Credits may be earned in variety of ways:

- a. Adult school, community college, college or university courses which are pre-approved by the immediate supervisor and by appropriate District administrator.
- b. Special workshops offered by the District for specific purposes; enrollment pre-approved by the immediate supervisor and appropriate District administrator.

- c. Inservice courses designed and offered by the District; enrollment by invitation or by application with pre-approval of immediate supervisor and appropriate District administrator; and
- d. Workshop, inservice programs, conferences, etc. offered by private firms or other public agencies; enrollment for salary credit by application and pre-approval by immediate supervisor and District administrator.

6. Article 23 -Travel

The parties agree to the following revisions to Article 23:

23.1 **Reimbursement—Miscellaneous**

23.101 When ~~District—employees~~ Field Trip Drivers, Community Based Instruction Drivers (CBI) and Field Trip Utility Drivers (FTUD) who are on District business outside of the boundaries of Sacramento County that includes an unpaid meal period, they will be reimbursed for necessary out-of-pocket expenses including meals when they are on an unpaid meal break.

Field Trip Drivers, FTUD and CBI Drivers, who are on trips that include an unpaid meal break of 30 minutes or more, who are on District business outside of the boundaries of Sacramento County, will be paid the District will pay the actual amount expended for meals up to eight, ten, and twenty dollars for breakfast, lunch, and dinner respectively, if receipts are provided and if they are on an unpaid meal break.

23.102 Payment of mileage for the use of his/her private car in District operations shall be made to the employee so using his/her car.

23.103 Such use, however, shall have been approved in advance by the appropriate supervisor.

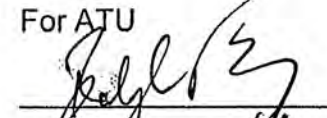
23.104 Emergency use of an employee's private car for District needs may be approved by proper supervising or administrative personnel and proper reimbursement shall be made to the employee.

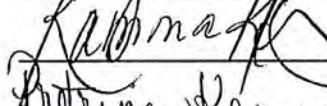
7. Article 26 Duration

The parties agree to revise Article 26 regarding the Duration of the collective bargaining agreement as follows:

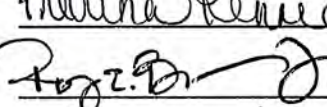
26.1.1 This contract shall become effective upon ratification by both parties and shall remain in effect July 1, 2015⁶ through June 30, 2016⁷. Except as provided in this Tentative Agreement, all other terms and conditions of the parties' collective bargaining agreement shall remain in full force and effect.

For ATU

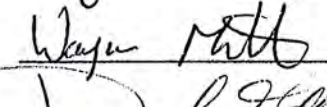




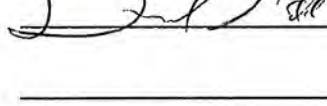
Kathleen Kennedy



Roger B. Smith



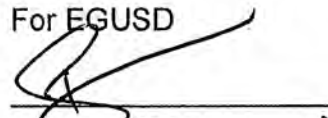
Wayne Smith




Dan Smith

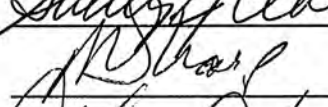
Dated: 8-8-16

For EGUSD

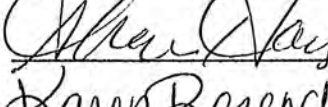




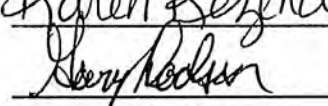
Shelly J. Clarke



Karen Bezendes





Karen Bezendes



Karen Bezendes

Dated: 8-8-16





Dan Smith

ELK GROVE UNIFIED SCHOOL DISTRICT

Budget Department

July 28, 2016

**2016/17 FISCAL YEAR
DISTRIBUTION OF SALARY INCREASE - ATU**

	<u>SALARY</u>	<u>BENEFITS</u>	<u>TOTAL</u>
I. SALARY INCREASE AMOUNT @ 2.5% (eff. 7/1/16)	\$ 175,885.00	\$ 44,566.00	\$ 220,451.00
II. COST OF 2.5% STEPS 4-7	\$ 137,916.00	\$ 34,945.00	\$ 172,861.00
III. COST OF NEW 2016-17 STEP 8 = 0.989%	37,969.00	9,621.00	47,590.00
IV. TOTAL	\$ 175,885.00	\$ 44,566.00	\$ 220,451.00
V. BALANCE OF SALARY INCREASE REMAINING	\$ -	\$ -	\$ -

8/8/16
 KMP
 MS
 LD
 JAC
 S
 JH
 BL
 RF
 WS
 DO
 GH
 PK

**Side Letter of Agreement
Between
Elk Grove Unified School District
and
Amalgamated Transit Union, Local 256
2017 WELLNESS REBATE TIMELINE AND PROCESSING
August 8, 2016**

Elk Grove Unified School District (District) and the Amalgamated Transit Union, Local 256, (ATU) collectively referred to as "the parties," have met and negotiated regarding the 2017 Wellness Rebate Timeliness and Process.

The parties have considered their mutual interests and have agreed to enter into the following Agreement to completely resolve negotiations regarding the Wellness Rebate Processing timelines and procedures for the 2017 calendar year.

This agreement shall become effective upon execution of this Agreement by both parties consistent with the following terms and conditions:

1. The parties agree and acknowledge that the Wellness Rebate Certification forms were made available via email to all ATU bargaining unit members and posted on the District website on May 26, 2016 for the 2017 calendar year.
2. The parties agree and acknowledge that Kaiser Permanente allows one wellness consultation at no charge per calendar year.
3. The parties agree and acknowledge that WHA allows one wellness consultation at no charge every 12 months.
4. The parties agree to the following 2017 Wellness Rebate processing timelines and procedures:

Completed Wellness Rebate Certificate Received in Payroll On or Before	Lump Sum for Arrears Months in Pay Warrant Dated	Begin Monthly Rebate in Pay Warrant Dated
December 1, 2016	n/a	January 31, 2017
February 1, 2017	February 28, 2017	March 31, 2017
March 1, 2017	March 31, 2017	April 30, 2017
April 3, 2017	April 28, 2017	May 31, 2017
May 1, 2017	May 31, 2017	June 30, 2017
May 15, 2017	June 30, 2017	July 31, 2017

5. The parties agree that ATU unit members who do not turn in an approved Wellness Rebate Certification by May 15, 2017 are not eligible for a rebate for the January 2017 – December 2017 time period; this includes newly hired employees regardless of hire date.

6. The parties agree that the Wellness Rebate amounts for the 2017 plan year will be made available during Open Enrollment, which will occur during the period of time between approximately mid-October 2016 to early November 2016.

7. The parties agree that ATU unit members who did not turn in a Wellness Rebate Certification on or before May 16, 2016, and who complete and turn in a wellness certification between May 17, 2016 and December 1, 2016 will have that wellness certification applied to **both** the period of July 1, 2016 and December 31, 2016 and January 1, 2017 and December 31, 2017.

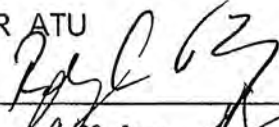
8. The parties agree that this Agreement supersedes all prior agreements, both verbal and written, including the parties' collective bargaining agreement regarding the 2017 Wellness Rebate processing timeline and any and all understandings and past practices regarding the timeline and processing of 2017 Wellness Rebate.

9. The parties agree to meet and negotiate a possible extension to this 2017 Wellness Rebate Agreement for the 2018 calendar year.

10. The parties agree that this Agreement expires on December 31, 2017. If a new agreement for the 2018 Wellness Rebate is not entered into by the parties, the parties agree that the wellness rebate provisions in place in the collective bargaining agreement prior to this Side Letter Agreement shall apply.

FOR ATU

FOR EGUSD




Patricia Kennedy

Roxi B. [unclear]

Karen [unclear]

D. [unclear]



Shelly J. Clark

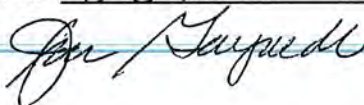
Karen Berendes

[unclear]

[unclear]

Dated: 8-8-16

Dated: 8-8-16



**ELK GROVE UNIFIED SCHOOL DISTRICT
AMALGAMATED TRANSIT UNION (ATU)**

Salary Schedule #20

2016/17

Classification	Training	EXPERIENCE STEPS						
	Classes (3%)*	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5 & 6	STEP 7	STEP 8+
Bus Attendant	301	\$11.93	\$12.77	\$13.67	\$15.00	\$16.06	\$17.18	\$17.35
	302*	12.29	13.16	14.09	15.45	16.54	17.71	17.89
	303*	12.66	13.56	14.52	15.92	17.04	18.24	18.43
	304*	13.04	13.97	14.96	16.40	17.55	18.79	18.98
Office Assistant - Transportation	361	\$13.57	\$14.52	\$15.54	\$17.05	\$18.25	\$19.53	\$19.73
	362*	13.98	14.96	16.01	17.56	18.80	20.13	20.33
	363*	14.40	15.41	16.50	18.10	19.38	20.73	20.94
	364*	14.84	15.88	17.00	18.64	19.96	21.36	21.58
Mechanic's Assistant-Fuel (Day Shift)	381	\$14.39	\$15.40	\$16.48	\$18.09	\$19.36	\$20.72	\$20.93
	382*	14.83	15.87	16.98	18.63	19.94	21.35	21.57
	383*	15.28	16.35	17.49	19.19	20.55	21.99	22.21
	384*	15.74	16.85	18.02	19.78	21.17	22.66	22.89
Mechanic's Assistant-Fuel (Swing Shift)	386	\$15.56	\$16.65	\$17.82	\$19.55	\$20.93	\$22.39	\$22.62
	387*	15.98	17.15	18.36	20.15	21.56	23.07	23.30
	388*	16.45	17.67	18.92	20.75	22.22	23.76	24.00
	389*	16.91	18.21	19.49	21.38	22.89	24.48	24.73
Mechanic's Assistant-Fuel (Night Shift)	391	\$16.13	\$17.26	\$18.47	\$20.27	\$21.69	\$23.22	\$23.45
	392*	16.62	17.78	19.03	20.88	22.35	23.92	24.16
	393*	17.12	18.32	19.61	21.52	23.03	24.64	24.89
	394*	17.64	18.87	20.20	22.17	23.72	25.38	25.64
Bus Driver	401	\$15.19	\$16.26	\$17.40	\$19.09	\$20.43	\$21.87	\$22.09
Mechanic's Assistant-Tire (Day Shift)	402*	15.65	16.75	17.93	19.66	21.05	22.52	22.75
	403*	16.12	17.26	18.47	20.26	21.68	23.20	23.43
	404*	16.61	17.78	19.03	20.87	22.34	23.90	24.14
Mechanic's Assistant-Tire (Swing Shift)	406	\$16.39	\$17.54	\$18.77	\$20.60	\$22.04	\$23.59	\$23.83
	407*	16.89	18.07	19.34	21.22	22.71	24.31	24.56
	408*	17.40	18.62	19.93	21.87	23.40	25.05	25.30
	409*	17.93	19.18	20.53	22.52	24.10	25.80	26.06
Mechanic's Assistant-Tire (Night Shift)	411	\$16.99	\$18.18	\$19.46	\$21.36	\$22.85	\$24.46	\$24.71
	412*	17.50	18.73	20.05	22.00	23.54	25.20	25.45
	413*	18.03	19.30	20.66	22.67	24.25	25.96	26.22
	414*	18.58	19.88	21.28	23.35	24.97	26.74	27.01
Apprentice Mechanic (Day Shift)	421	\$15.97	\$17.09	\$18.29	\$20.07	\$21.49	\$23.00	\$23.23
Entry Level Mechanic (Day Shift)	422*	16.45	17.61	18.84	20.68	22.13	23.69	23.93
Inventory Control Assistant (Day Shift)	423*	16.95	18.14	19.41	21.30	22.80	24.41	24.66
	424*	17.46	18.69	20.00	21.95	23.49	25.15	25.40

**ELK GROVE UNIFIED SCHOOL DISTRICT
AMALGAMATED TRANSIT UNION (ATU)**

Salary Schedule #20

2016/17

Classification	Training	EXPERIENCE STEPS						
	Classes (3%)*	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5 & 6	STEP 7	STEP 8+
Apprentice Mechanic (Swing Shift)	426	\$17.24	\$18.45	\$19.75	\$21.67	\$23.19	\$24.82	\$25.07
Entry Level Mechanic (Swing Shift)	427*	17.76	19.01	20.35	22.33	23.89	25.57	25.83
Inventory Control Assistant (Swing Shift)	428*	18.30	19.59	20.97	23.01	24.60	26.34	26.61
Journey Mechanic I (Day Shift)	429*	18.85	20.18	21.60	23.70	25.34	27.14	27.41
Apprentice Mechanic (Night Shift)	431	\$17.89	\$19.15	\$20.50	\$22.49	\$24.07	\$25.76	\$26.02
Entry Level Mechanic (Night Shift)	432*	18.43	19.73	21.12	23.17	24.80	26.54	26.81
Inventory Control Assistant (Night Shift)	433*	18.99	20.33	21.76	23.87	25.55	27.34	27.62
	434*	19.56	20.94	22.42	24.58	26.32	28.17	28.45
Bus Driver Instructor	441	\$16.69	\$17.86	\$19.12	\$20.98	\$22.45	\$24.03	\$24.27
Dispatcher	442*	17.20	18.40	19.70	21.61	23.13	24.76	25.01
Scheduling Technician	443*	17.72	18.96	20.30	22.27	23.83	25.51	25.77
Transportation Office Technician	444*	18.26	19.53	20.91	22.94	24.54	26.28	26.54
Journey Mechanic I (Swing Shift)	446	\$18.63	\$19.94	\$21.34	\$23.42	\$25.06	\$26.82	\$27.09
	447*	19.19	20.54	21.99	24.12	25.81	27.63	27.91
	448*	19.77	21.16	22.65	24.85	26.59	28.46	28.75
	449*	20.37	21.80	23.33	25.60	27.39	29.32	29.61
Journey Mechanic I (Night Shift)	451	\$19.30	\$20.66	\$22.11	\$24.26	\$25.96	\$27.78	\$28.06
	452*	19.88	21.28	22.78	24.98	26.74	28.62	28.91
	453*	20.48	21.92	23.47	25.74	27.55	29.48	29.78
	454*	21.10	22.58	24.18	26.52	28.38	30.38	30.69
Journey Mechanic II (Day Shift)	501	\$19.45	\$20.82	\$22.28	\$24.44	\$26.15	\$27.99	\$28.27
	502*	20.04	21.45	22.95	25.18	26.94	28.83	29.12
	503*	20.65	22.10	23.64	25.94	27.75	29.70	30.00
	504*	21.27	22.77	24.35	26.72	28.59	30.59	30.90
	505*	21.91	23.46	25.09	27.53	29.45	31.51	31.83
Journey Mechanic II (Swing Shift)	506	\$20.99	\$22.46	\$24.04	\$26.38	\$28.23	\$30.21	\$30.51
	507*	21.62	23.14	24.77	27.18	29.08	31.12	31.43
	508*	22.27	23.84	25.52	28.00	29.97	32.07	32.39
	509*	22.94	24.56	26.29	28.84	30.87	33.03	33.36
	510*	23.63	25.30	27.08	29.71	31.80	34.02	34.36
Journey Mechanic II (Night Shift)	511	\$21.77	\$23.30	\$24.94	\$27.36	\$29.28	\$31.33	\$31.64
	512*	22.43	24.00	25.69	28.19	30.16	32.27	32.59
	513*	23.11	24.72	26.47	29.04	31.07	33.25	33.58
	514*	23.81	25.47	27.27	29.91	32.01	34.25	34.59
	515*	24.53	26.24	28.09	30.82	32.97	35.29	35.64

**ELK GROVE UNIFIED SCHOOL DISTRICT
AMALGAMATED TRANSIT UNION (ATU)**

**Salary Schedule #20
2016/17**

Classification	Training	EXPERIENCE STEPS						
	Classes (3%)*	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5 & 6	STEP 7	STEP 8+
Lead Journey Mechanic II (Day Shift)	521	\$20.99	\$22.46	\$24.04	\$26.38	\$28.23	\$30.21	\$30.51
	522*	21.62	23.14	24.77	27.18	29.08	31.12	31.43
	523*	22.27	23.84	25.52	28.00	29.97	32.07	32.39
	524*	22.94	24.56	26.29	28.84	30.87	33.03	33.36
	525*	23.63	25.30	27.08	29.71	31.80	34.02	34.36
Lead Journey Mechanic II (Swing Shift)	526	\$22.66	\$24.25	\$25.95	\$28.47	\$30.47	\$32.61	\$32.94
	527*	23.34	24.98	26.73	29.33	31.39	33.59	33.93
	528*	24.05	25.73	27.54	30.21	32.33	34.61	34.96
	529*	24.78	26.51	28.37	31.12	33.31	35.65	36.01
	530*	25.53	27.31	29.23	32.07	34.31	36.73	37.10
Lead Journey Mechanic II (Night Shift)	531	\$23.51	\$25.16	\$26.93	\$29.55	\$31.62	\$33.83	\$34.17
	532*	24.22	25.92	27.74	30.44	32.57	34.84	35.19
	533*	24.95	26.70	28.58	31.36	33.55	35.89	36.25
	534*	25.70	27.51	29.44	32.30	34.57	36.98	37.35
	535*	26.48	28.34	30.33	33.28	35.61	38.09	38.47

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

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

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

LONGEVITY BONUS AT COMPLETION OF:	7th year	\$574	16th year	\$1,397
	10th year	\$850	19th year	\$1,676
	13th year	\$1,114	22nd year	\$1,961
			25th year	\$2,245

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.
- 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
AMALGAMATED TRANSIT UNION (ATU)
Salary Schedule #20
2016/17**