

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 254

Certificated, Classified, Other: Classified - non-management

The proposed agreement covers the period beginning: July 1, 2017 and ending: June 30, 2019

(date)

(date)

The Governing Board will act upon the agreement on: June 26, 2018

(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 2017/18	FY 2017/18	FY 2018/19	FY 2019/20
1	Salary Schedule (This is to include Step and Columns, which is also reported separately in Item 6)	\$7,557,211	\$0	\$283,395	\$283,395
			0	0.0375	0.0361
2	Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$0	\$151,144	\$236,786	\$0
			0.0200	0.0302	
	Description of other compensation: salary credit hours change from 120 to 90, 4th training class change, increase of 0.7115% to step 7, change various classification to new range within salary schedule.		\$0	\$0	\$0
3	Statutory Benefits - STRS, PERS, FICA, WE, UI, Medicare, etc.	\$2,039,011	\$40,780	\$139,354	\$61,015
			0.019999892	0.067003848	0.027494823
4	Health/Welfare Plans	\$2,211,537	\$0		\$0
5	Total Compensation - Add Items 1 through 4 to equal 5	\$11,807,759	\$191,924	\$659,535	\$344,410
			0.016254048	0.054962742	0.027206274
6	Step and Column - Due to movement plus any changes due to settlement. This is a subset of Item No. 1	\$15,084			
7	Total Number of Represented Employees (Use FTEs if appropriate)	181.6596	181.6596	181.6596	181.6596
8	Total Compensation <u>Average</u> Cost per FTE	\$64,999	\$1,057	\$3,631	\$1,896

- 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 ongoing salary schedule percentage increase is 3.75% to the 2017-18 salary schedule effective 7/1/18. One-time compensation shall be calculated on 2017-18 base pay at 2% and an additional one-time payment equivalent to 3.02% of each employees 2018-19 base pay.

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

N/A

- 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.)

With the changes salary increses for selected steps we expect the retention and recruitment of staff to improve.

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

If the District receives ongoing new LCFF revenue for the 2018-2019 school year that exceeds \$28,200,969 up to an additional \$4,691,407 million dollars, then the value that exceeds \$28,200,969 up to \$4,691,407 million dollars shall be allocated by the Board consistent with its interests related to Level 1 Board priorities. If the ongoing new LCFF revenue for the 2018-2019 school year exceeds \$32,892,376, then the value of the ongoing new LCFF revenue for the 2018-2019 school year that exceeds the \$32,892,376 shall be converted into a percentage based upon ATU's fair share. The ATU fair share value of the amount over \$32,892,376 shall be added to the ATU salary schedule as an ongoing percentage increase. This fair share value shall be prorated if the amount equals less than one percent, based upon the bargaining unit's fair share calculation for a less than one percent increase. This fair share value shall not exceed one percent added to ATU salary schedule #20. If through 201 B-2019 State legislation, the target amounts change for supplemental and concentration requiring the district to increase its allocation for supplemental and concentration programs, then the parties agree to meet and negotiate adjustments if needed. One time Contingency Compensation for 2018-2019:

If the District receives one time, unrestricted, discretionary funding, included in the final State approved budget, for the 2018-2019 school year that exceeds \$17,685,103, then the dollar value that exceeds \$17,685,103 shall be converted into a percentage based upon ATU's fair share. The dollar value that exceeds \$17,685,103 shall be paid on a one time, off of the schedule basis to unit members based upon ATU's fair share value for all bargaining units not to exceed one percent. This contingent one-time, off ,. schedule compensation allocation will be prorated for part-time, part-year status bargaining unit members. To be eligible for this contingent one-time, off schedule salary compensation allocation, a unit member"must be in paid status between August 1, 2018 and September 30, 2018.

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 2017-2018, however based on current state projected revenue there is sufficient ongoing state 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 and existing reserves.

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)?

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.)

District is projecting ongoing state LCFF funding to fund the multiyear agreement along with existing reserves to fund those items bargained as one-time.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Bargaining Unit:		Unrestricted General Fund ATU		
	Column 1 Latest Board - Approved Budget Before Settlement (As of 3/20/18)	Column 2 Adjustments as a Result of Settlement	Column 3 Other Revisions	Column 4 Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$531,746,619			\$531,746,619
Remaining Revenues (8100-8799)	\$23,776,565			\$23,776,565
TOTAL REVENUES	\$555,523,184	\$0	\$0	\$555,523,184
EXPENDITURES				
Certificated Salaries (1000-1999)	\$251,008,229	\$0	\$3,996,957	\$255,005,186
Classified Salaries (2000-2999)	\$53,907,902	\$151,144	\$2,196,111	\$56,255,157
Employee Benefits (3000-3999)	\$117,070,316	\$40,780	\$1,418,636	\$118,529,732
Books and Supplies (4000-4999)	\$29,004,992			\$29,004,992
Services, Other Operating Expenses (5000-5999)	\$24,834,066			\$24,834,066
Capital Outlay (6000-6999)	\$1,152,396			\$1,152,396
Other Outgo (7100-7299) (7400-7499)	\$1,419,215			\$1,419,215
Direct Support/Indirect Cost (7300-7399)	-\$9,616,202			-\$9,616,202
Other Adjustments				\$0
TOTAL EXPENDITURES	\$468,780,914	\$191,924	\$7,611,704	\$476,584,542
OPERATING SURPLUS (DEFICIT)	\$86,742,270	-\$191,924	-\$7,611,704	\$78,938,642
TRANSFERS IN & OTHER SOURCES (8910-8979)				\$0
TRANSFERS OUT & OTHER USES (7610-7699)	-\$794,086			-\$794,086
CONTRIBUTIONS (8980-8999)	-\$88,686,364	\$0	-\$596,500	-\$89,282,864
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	-\$2,738,180	-\$191,924	-\$8,208,204	-\$11,138,308
BEGINNING BALANCE	\$93,058,019			\$93,058,019
Prior-Year Adjustments/Restatements (9793/9795)				\$0
CURRENT-YEAR ENDING BALANCE	\$90,319,839	-\$191,924	-\$8,208,204	\$81,919,711
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$713,174			\$713,174
Reserved for Economic Uncertainties (9789)	\$14,000,000	\$0	\$100,000	\$14,100,000
Designated Amounts (9780)	\$75,606,665	-\$191,924	-\$8,308,204	\$67,106,537
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 Latest Board - Approved Budget Before Settlement (As of 3/20/18)	Column 2 Adjustments as a Result of Settlement	Column 3 Other Revisions	Column 4 Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$0			\$0
Remaining Revenues (8100-8799)	\$132,325,794			\$132,325,794
TOTAL REVENUES	\$132,325,794	\$0	\$0	\$132,325,794
EXPENDITURES				
Certificated Salaries (1000-1999)	\$60,427,290	\$0	\$832,709	\$61,259,999
Classified Salaries (2000-2999)	\$33,032,298			\$33,032,298
Employee Benefits (3000-3999)	\$58,404,466	\$0	\$170,434	\$58,574,900
Books and Supplies (4000-4999)	\$23,309,456	\$0	-\$194,722	\$23,114,734
Services, Other Operating Expenses (5000-5999)	\$29,745,475			\$29,745,475
Capital Outlay (6000-6999)	\$7,633,109			\$7,633,109
Other Outgo (7100-7299) (7400-7499)	\$2,590,104			\$2,590,104
Direct Support/Indirect Cost (7300-7399)	\$7,788,737			\$7,788,737
Other Adjustments				\$0
TOTAL EXPENDITURES	\$222,930,935	\$0	\$808,421	\$223,739,356
OPERATING SURPLUS (DEFICIT)	-\$90,605,141	\$0	-\$808,421	-\$91,413,562
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$0			\$0
TRANSFERS OUT & OTHER USES (7610-7699)	\$0			\$0
CONTRIBUTIONS (8980-8999)	\$88,686,364		\$808,421	\$89,494,785
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	-\$1,918,777	\$0	\$0	-\$1,918,777
BEGINNING BALANCE	\$20,781,029			\$20,781,029
Prior-Year Adjustments/Restatements (9793/9795)				\$0
CURRENT-YEAR ENDING BALANCE	\$18,862,252	\$0	\$0	\$18,862,252
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$18,862,252	\$0		\$18,862,252
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 3/20/18)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$531,746,619	\$0	\$0	\$531,746,619
Remaining Revenues (8100-8799)	\$156,102,359	\$0	\$0	\$156,102,359
TOTAL REVENUES	\$687,848,978	\$0	\$0	\$687,848,978
EXPENDITURES				
Certificated Salaries (1000-1999)	\$311,435,519	\$0	\$4,829,666	\$316,265,185
Classified Salaries (2000-2999)	\$86,940,200	\$151,144	\$2,196,111	\$89,287,455
Employee Benefits (3000-3999)	\$175,474,782	\$40,780	\$1,589,070	\$177,104,632
Books and Supplies (4000-4999)	\$52,314,448	\$0	-\$194,722	\$52,119,726
Services, Other Operating Expenses (5000-5999)	\$54,579,541	\$0	\$0	\$54,579,541
Capital Outlay (6000-6999)	\$8,785,505	\$0	\$0	\$8,785,505
Other Outgo (7100-7299) (7400-7499)	\$4,009,319	\$0	\$0	\$4,009,319
Direct Support/Indirect Cost (7300-7399)	-\$1,827,465	\$0	\$0	-\$1,827,465
Other Adjustments	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$691,711,849	\$191,924	\$8,420,125	\$700,323,898
OPERATING SURPLUS (DEFICIT)	-\$3,862,871	-\$191,924	-\$8,420,125	-\$12,474,920
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$0	\$0	\$0	\$0
TRANSFERS OUT & OTHER USES (7610-7699)	-\$794,086	\$0	\$0	-\$794,086
CONTRIBUTIONS (8980-8999)	\$0	\$0	\$211,921	\$211,921
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	-\$4,656,957	-\$191,924	-\$8,208,204	-\$13,057,085
BEGINNING BALANCE	\$113,839,048			\$113,839,048
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
CURRENT-YEAR ENDING BALANCE	\$109,182,091	-\$191,924	-\$8,208,204	\$100,781,963
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$19,575,426	\$0	\$0	\$19,575,426
Reserved for Economic Uncertainties (9789)	\$14,000,000	\$0	\$100,000	\$14,100,000
Designated Amounts (9780)	\$75,606,665	-\$191,924	-\$8,308,204	\$67,106,537
Unappropriated Amounts - Unrestricted (9790)	\$0	\$0	\$0	\$0

I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Enter Bargaining Unit:		Combined General Fund ATU		
	2017-18	2018-19	2019-20	
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement	
REVENUES				
Revenue Limit Sources (8010-8099)	\$531,746,619	\$559,944,506	\$574,907,407	
Remaining Revenues (8100-8799)	\$156,102,359	\$164,722,108	\$147,632,725	
TOTAL REVENUES	\$687,848,978	\$724,666,614	\$722,540,132	
EXPENDITURES				
Certificated Salaries (1000-1999)	\$316,265,185	\$318,802,976	\$323,771,317	
Classified Salaries (2000-2999)	\$89,287,455	\$89,057,361	\$89,713,986	
Employee Benefits (3000-3999)	\$177,104,632	\$188,715,032	\$199,915,412	
Books and Supplies (4000-4999)	\$52,119,726	\$39,772,479	\$39,782,721	
Services, Other Operating Expenses (5000-5999)	\$54,579,541	\$53,871,139	\$54,627,748	
Capital Outlay (6000-6999)	\$8,785,505	\$1,776,698	\$1,776,698	
Other Outgo (7100-7299) (7400-7499)	\$4,009,319	\$4,027,429	\$4,027,429	
Direct Support/Indirect Cost (7300-7399)	-\$1,827,465	-\$808,038	-\$808,038	
Other Adjustments	\$0	\$9,849,298	\$2,470,728	
TOTAL EXPENDITURES	\$700,323,898	\$705,064,374	\$715,278,001	
OPERATING SURPLUS (DEFICIT)	-\$12,474,920	\$19,602,240	\$7,262,131	
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$0	\$0	\$0	
TRANSFERS OUT & OTHER USES (7610-7699)	-\$794,086	-\$194,086	-\$194,086	
CONTRIBUTIONS (8980-8999)	\$211,921	\$0	\$0	
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	-\$13,057,085	\$19,408,154	\$7,068,045	
BEGINNING BALANCE	\$113,839,048	\$100,781,963	\$120,190,117	
CURRENT-YEAR ENDING BALANCE	\$100,781,963	\$120,190,117	\$127,258,162	
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$19,575,426	\$23,218,015	\$26,818,669	
Reserved for Economic Uncertainties - Unrestricted (9789)	\$14,100,000	\$14,200,000	\$14,400,000	
Reserved for Economic Uncertainties - Restricted (9770)				
Board Designated Amounts (9780)	\$67,106,537	\$82,772,102	\$86,039,493	
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

		2017-18	2018-19	2019-20
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$700,906,063	\$705,258,460	\$715,472,087
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	\$14,018,121	\$14,105,169	\$14,309,442

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

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$14,100,000	\$14,200,000	\$14,400,000
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	\$14,100,000	\$14,200,000	\$14,400,000
h.	Reserve for Economic Uncertainties Percentage	2.0%	2.0%	2.0%

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

2017-18	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2018-19	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2019-20	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 Financial 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 254, during the term of the agreement from July 1, 2017 to June 30, 2019.

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)

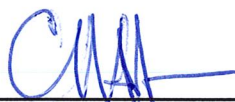
**Budget Adjustment
Increase (Decrease)**

0

851,459

(851,459)

 (No budget revisions necessary)



District Superintendent (Signature)
Christopher R. Hoffman

6/11/18

Date



Chief Financial Officer (Signature)
Shannon Hayes

6-11-18

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 June 26, 2018, took action to approve the proposed Agreement with the Amalgamated Transit Union, Local 254.

President (or Clerk), Governing Board
(Signature)

Date

Tentative Agreement
Between
Elk Grove Unified School District
And
Amalgamated Transit Union, Local 254
May 29 2018

Elk Grove Unified School District (District) and the Amalgamated Transit Union, Local 254 (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 2017-2018 and 2018-2019 school years 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.

1. 2017-2018 School year (One-Time)

Effective for the 2017-2018 school year, each 1.0 full time equivalent (FTE) ATU unit member shall receive two percent (2%) of their 2017-2018 year base salary as a one-time, off-schedule payment that will be issued by the District to each bargaining unit member consistent with the following criteria. This one-time, off-schedule payment will be prorated for part-time, part-year status bargaining unit members. To be eligible for this one-time, off schedule compensation allocation, the unit member must be in paid status with the District at the time that the one-time, off-schedule payment is paid, and the unit member must also be in paid status for at least 75% of the work offered and assigned by the District for their position between July 1, 2017 and June 29, 2018.

2. 2018-2019 School Year (Ongoing)

Effective July 1, 2018 for the 2018-2019 school year, the following changes shall be made to the 2017-2018 salary schedule consistent with the attached 2018-2019 ATU salary schedule #20. Please note that the increases described in this agreement are not compounded and shall only be applied consistent with the attached 2018-2019 ATU salary schedule #20:

a. Effective July 1, 2018 for the 2018-2019 school year, the parties agree to add two and one quarter percent (2.25%) to the 2017-2018 salary schedule consistent with the attached 2018-2019 ATU salary schedule #20.

b. Effective July 1, 2018 for the 2018-2019 school year, the parties agree to add one and one-half percent (1.5%) to the 2017-2018 salary schedule consistent with the attached 2018-2019 ATU salary schedule #20. (Comparability Study)

3. 2018-2019 School Year (One-Time)

One-Time 3.02%

Effective for the 2018-2019 school year, each 1.0 full time equivalent (FTE) ATU unit member shall receive (3.02%) of 2018-2019 year base salary as a one-time, off-schedule payment that will be issued by the District to each bargaining unit member consistent with the following criteria. This one-time, off schedule payment will be prorated for part-time, part-year status bargaining unit members. To be eligible for this one-time, off schedule compensation allocation, the unit member must be in paid status with the District at the time that the one-time, off-schedule payment is paid and must be in paid status between August 1, 2018 and September 30, 2018.

4. Arbinger Training –New Article

ATU and EGUSD are committed to Arbinger in Education training for all unit members. It is understood that all unit members are expected to participate in this training, and the training shall not exceed eight (8) hours. For such training provided outside of work hours and/or work days, unit members will have the option of receiving either pay at the current hourly rate (not the per diem rate), or salary schedule credit equivalent, once all eight (8) hours of training are completed. Hourly pay and salary schedule credit for this training shall not exceed eight (8) hours. The eight (8) hours of Arbinger in Education training shall be scheduled at various times over a period of three school years (2018-2019, 2019-2020 and 2020-2020).

5. 2018-2019 School Year Contingency Compensation Provisions

a. Ongoing Contingency Compensation for 2018-2019

If the District receives ongoing new LCFF revenue for the 2018-2019 school year that exceeds \$28,200,969 up to an additional \$4,691,407 million dollars, then the value that exceeds \$28,200,969 up to \$4,691,407 million dollars shall be allocated by the Board consistent with its interests related to Level 1 Board priorities.

If the ongoing new LCFF revenue for the 2018-2019 school year exceeds \$32,892,376, then the value of the ongoing new LCFF revenue for the 2018-2019 school year that exceeds the \$32,892,376 shall be converted into a percentage based upon ATU's fair share.

The ATU fair share value of the amount over \$32,892,376 shall be added to the ATU salary schedule as an ongoing percentage increase. This fair share value shall be prorated if the amount equals less than one percent, based upon the bargaining unit's fair share calculation for a less than one percent increase. This fair share value shall not exceed one percent added to ATU salary schedule #20.

If through 2018-2019 State legislation, the target amounts change for supplemental and concentration requiring the district to increase its allocation for supplemental and

concentration programs, then the parties agree to meet and negotiate adjustments if needed.

b. One time Contingency Compensation for 2018-2019

If the District receives one time, unrestricted, discretionary funding, included in the final State approved budget, for the 2018-2019 school year that exceeds \$17,685,103, then the dollar value that exceeds \$17,685,103 shall be converted into a percentage based upon ATU's fair share. The dollar value that exceeds \$17,685,103 shall be paid on a one time, off of the schedule basis to unit members based upon ATU's fair share value for all bargaining units not to exceed one percent. This contingent one-time, off schedule compensation allocation will be prorated for part-time, part-year status bargaining unit members. To be eligible for this contingent one-time, off schedule salary compensation allocation, a unit member must be in paid status between August 1, 2018 and September 30, 2018.

6. Bereavement Leave, Article 20, Section 20.501

The parties agree to the following revision of 20.501:

20.501 All unit members shall be granted three (3) paid leave of absence days within the State of California or five (5) paid leave of absence days if out of state, for death of any member of his/her immediate family. If the loss is of a spouse or a child, unit members shall be granted ten (10) days of bereavement leave. Prior approval is not required.

7. Sick Leave/Bereavement Language, Article 20, Section 20.1(h)

Effective July 1, 2018, the parties agree to revise section 20.1(h) as follows:

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

i. The definition of immediate family for purposes of sick leave and personal necessity only shall include a non-registered domestic partner designated by the unit member. Non-registered domestic partner status does not qualify for eligibility for health and welfare benefits.

In general, a non-registered domestic partnership has the following criteria:

1. The partners have a committed relationship which has existed for at least one year; and
2. The partners both reside at the same address; and
3. The unit member certifies to the District that this information is true and correct at the time that the unit member requests the sick leave or personal necessity leave.

i. j. District paid leaves of absence of one day or more shall be considered days worked excluding leaves covered by State and Federal laws.

8. Extended Leave of Absence for Illness, Article 20.

The parties agree to revise Section 20.1801 and 20.1904 to be consistent with the California Education Code section 45196 as follows:

20.18 EXTENDED LEAVE OF ABSENCE FOR ILLNESS

20.1801 Consistent with Education Code section 45196, if a person is absent beyond accumulated sick leave because of illness for a period of five (5) months or less, a leave of absence may be requested at the expiration of accumulated sick leave. The reasons, anticipated date of return, and doctor's confirmation shall be included in the request. Such leave, if granted, protects an employee's employment until the expiration of such leave. Vacation pay, holiday pay, sick leave, or stability benefits are not earned by employees on such leave.

20.1802 If, at the conclusion of this leave of absence, the unit member is still unable to assume the duties of the position, the unit member shall be placed on a reemployment list for a period of 39 months. If, at any time during the prescribed 39 months the unit member is able to assume the duties of the position, the unit member shall be reemployed in the first vacancy in the classification of previous assignment. Reemployment will take preference over all other applicants except for those laid off for lack of work or funds in which case the unit member shall be ranked according to proper seniority.

The parties agree to the following revisions to Section 20.1904:

20.1904 PAID/UNPAID LEAVE:

Leave provided by FMLA in excess of available accrued paid leave shall be unpaid. Any available paid accrued leave shall be used prior to unpaid leave (e.g., vacation, comp time or sick leave) for the employee. Extended leave of absence runs concurrently with leave pursuant to both the California Family Right Act and Federal Medical Leave Act.

9. Vacation

The parties agree to continue to work on the reduction of unit members' accrued vacation time.

10. Contract Clean Up, Incorporation of Side Letters and MOUs

The parties agree to continue to meet to complete updates to the collective bargaining agreement to reflect the parties' agreed upon revisions to the parties' collective bargaining agreement and current law. During the 2018-2019 school year, as part of contract clean up, the parties specifically agree to incorporate the following agreements into the parties' collective bargaining agreement:

1. EGBERT Agreement
2. Wellness/Health and Welfare Agreements
3. JHCC Agreement

11. Assignment, Article 12, Section 12.503

Late assignments shall be made by seniority on a rotation basis when there are ~~two (2)~~ **four (4) hours** or less before departure time. Late assignments are trips that have been rejected by drivers up to ~~two (2)~~ **four (4) hours** before trip departure, up to ~~two (2)~~ **four (4) hours** before the close of the business day or last minute requests by school sites. On trips that are assigned ~~two (2)~~ **four (4) hours** or more before departure, trips will be assigned regular rotation order.

Emergency trips outside regular dispatch hours or ~~one hour~~ **four (4) hours** before departure will be assigned at the discretion of the Director of Transportation or his/her designee.

Any field trip on Saturday, Sunday or holiday that is rejected up to ~~two (2)~~ **eight (8) hours** before the close of business (~~6:00 PM~~) **(1:00 PM)** of the last working day before the field trip shall be considered an emergency assignment.

12. Pilot Agreement 2018-2019 School Year for June:

Effective for the 2018-2019 school year only, the month of June shall be bid out as a full month. The parties agree to meet and negotiate regarding continuation of this provision for subsequent school years.

13. Duration, Article 26, Section 26.1

The parties agree to replace Section 26.1 with the following:

This contract shall become effective upon ratification by parties and shall remain in effect from July 1, 2018 to June 30, 2020. Except as provided in the Tentative Agreement, all other terms and conditions of the parties' collective bargaining agreement shall remain in full force and effect. For the 2019-2020 school year, the parties agree to reopen negotiations on salary, benefits and on two articles each as identified by each party.

For ATU

Ref 67

Patricia Kennedy

Ref 7

Ramona KCB

DR

Rose D

Aljz 73

John Roe
Ch. 1st

Dated: 5/29/18

For EGUSD

8

Wm

W Sharp

Harold

Cliff Luman

Alfred

Karen M. Bergdes

Dated: 5/29/18

5-29-18 *DR KMR*
 ELK GROVE UNIFIED SCHOOL DISTRICT
 AMALGAMATED TRANSIT UNION (ATU)
 Salary Schedule #20
 2018/19

Classification	Training Classes (3%) ^a	EXPERIENCE STEPS						
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5 & 6	STEP 7	STEP 8 ⁺	
Bus Attendant	301	\$12.38	\$13.25	\$14.18	\$15.56	\$16.66	\$17.82	\$18.00
	302*	12.75	13.65	14.62	16.03	17.16	18.37	18.56
	303*	13.13	14.07	15.06	16.52	17.68	18.92	19.12
	304*	13.53	14.49	15.52	17.02	18.21	19.49	19.69
Office Assistant - Transportation	361	\$14.08	\$15.06	\$16.12	\$17.69	\$18.93	\$20.26	\$20.47
	362*	14.50	15.52	16.61	18.22	19.51	20.88	21.09
	363*	14.94	15.99	17.12	18.78	20.11	21.51	21.73
	364*	15.40	16.48	17.64	19.34	20.71	22.16	22.39
Mechanic's Assistant-Fuel (Day Shift)	381	\$14.93	\$15.98	\$17.10	\$18.77	\$20.09	\$21.50	\$21.71
	382*	15.39	16.47	17.62	19.33	20.69	22.15	22.38
	383*	15.85	16.96	18.15	19.91	21.32	22.81	23.04
	384*	16.33	17.48	18.70	20.52	21.96	23.51	23.75
Mechanic's Assistant-Fuel (Swing Shift)	386	\$16.14	\$17.27	\$18.49	\$20.28	\$21.71	\$23.23	\$23.47
	387*	16.58	17.79	19.05	20.91	22.37	23.94	24.17
	388*	17.07	18.33	19.63	21.53	23.05	24.65	24.90
	389*	17.54	18.89	20.22	22.18	23.75	25.40	25.66
Mechanic's Assistant-Fuel (Night Shift)	391	\$16.73	\$17.91	\$19.16	\$21.03	\$22.50	\$24.09	\$24.33
	392*	17.24	18.45	19.74	21.66	23.19	24.82	25.07
	393*	17.76	19.01	20.35	22.33	23.89	25.56	25.82
	394*	18.30	19.58	20.96	23.00	24.61	26.33	26.60
Bus Driver Mechanic's Assistant-Tire (Day Shift)	401	\$15.76	\$16.87	\$18.05	\$19.81	\$21.20	\$22.69	\$22.92
	402*	16.24	17.38	18.60	20.40	21.84	23.36	23.60
	403*	16.72	17.91	19.16	21.02	22.49	24.07	24.31
	404*	17.23	18.45	19.74	21.65	23.18	24.80	25.05
Mechanic's Assistant-Tire (Swing Shift)	406	\$17.00	\$18.20	\$19.47	\$21.37	\$22.87	\$24.47	\$24.72
	407*	17.52	18.75	20.07	22.02	23.56	25.22	25.48
	408*	18.05	19.32	20.68	22.69	24.28	25.99	26.25
	409*	18.60	19.90	21.30	23.36	25.00	26.77	27.04
Mechanic's Assistant-Tire (Night Shift)	411	\$17.63	\$18.86	\$20.19	\$22.16	\$23.71	\$25.38	\$25.64
	412*	18.16	19.43	20.80	22.83	24.42	26.15	26.40
	413*	18.71	20.02	21.43	23.52	25.16	26.93	27.20
	414*	19.28	20.63	22.08	24.23	25.91	27.74	28.02
Apprentice Mechanic (Day Shift) Entry Level Mechanic (Day Shift) Inventory Control Assistant (Day Shift)	421	\$16.57	\$17.73	\$18.98	\$20.82	\$22.30	\$23.86	\$24.10
	422*	17.07	18.27	19.55	21.46	22.96	24.58	24.83
	423*	17.59	18.82	20.14	22.10	23.66	25.33	25.58
	424*	18.11	19.39	20.75	22.77	24.37	26.09	26.35

ELK GROVE UNIFIED SCHOOL DISTRICT
AMALGAMATED TRANSIT UNION (ATU)

Salary Schedule #20
2018/19

Classification	Training Classes (3%)*	EXPERIENCE STEPS						
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5 & 6	STEP 7	STEP 8+	
Apprentice Mechanic (Swing Shift)	426	\$17.89	\$19.14	\$20.49	\$22.48	\$24.06	\$25.75	\$26.01
Entry Level Mechanic (Swing Shift)	427*	18.43	19.72	21.11	23.17	24.79	26.53	26.80
Inventory Control Assistant (Swing Shift)	428*	18.99	20.32	21.76	23.87	25.52	27.33	27.61
Journey Mechanic I (Day Shift)	429*	19.56	20.94	22.41	24.59	26.29	28.16	28.44
Apprentice Mechanic (Night Shift)	431	\$18.56	\$19.87	\$21.27	\$23.33	\$24.97	\$26.73	\$27.00
Entry Level Mechanic (Night Shift)	432*	19.12	20.47	21.91	24.04	25.73	27.54	27.82
Inventory Control Assistant (Night Shift)	433*	19.70	21.09	22.58	24.77	26.51	28.37	28.66
	434*	20.29	21.73	23.26	25.50	27.31	29.23	29.52
Bus Driver Instructor	441	\$17.32	\$18.53	\$19.84	\$21.77	\$23.29	\$24.93	\$25.18
Dispatcher	442*	17.85	19.09	20.44	22.42	24.00	25.69	25.95
Scheduling Technician	443*	18.38	19.67	21.06	23.11	24.72	26.47	26.74
Transportation Office Technician	444*	18.94	20.26	21.69	23.80	25.46	27.27	27.54
Journey Mechanic I (Swing Shift)	446	\$19.33	\$20.69	\$22.14	\$24.30	\$26.00	\$27.83	\$28.11
	447*	19.91	21.31	22.81	25.02	26.78	28.67	28.96
	448*	20.51	21.95	23.50	25.78	27.59	29.53	29.83
	449*	21.13	22.62	24.20	26.56	28.42	30.42	30.72
Journey Mechanic I (Night Shift)	451	\$20.02	\$21.43	\$22.94	\$25.17	\$26.93	\$28.82	\$29.11
	452*	20.63	22.08	23.63	25.92	27.74	29.69	29.99
	453*	21.25	22.74	24.35	26.71	28.58	30.59	30.90
	454*	21.89	23.43	25.09	27.51	29.44	31.52	31.84
Journey Mechanic II (Day Shift)	501	\$20.18	\$21.60	\$23.12	\$25.36	\$27.13	\$29.04	\$29.33
	502*	20.79	22.25	23.81	26.12	27.95	29.91	30.21
	503*	21.42	22.93	24.53	26.91	28.79	30.81	31.13
	504*	22.07	23.62	25.26	27.72	29.66	31.74	32.06
	505*	22.73	24.34	26.03	28.56	30.55	32.69	33.02
Journey Mechanic II (Swing Shift)	506	\$21.78	\$23.30	\$24.94	\$27.37	\$29.29	\$31.34	\$31.65
	507*	22.43	24.01	25.70	28.20	30.17	32.29	32.61
	508*	23.11	24.73	26.48	29.05	31.09	33.27	33.60
	509*	23.80	25.48	27.28	29.92	32.03	34.27	34.61
	510*	24.52	26.25	28.10	30.82	32.99	35.30	35.65
Journey Mechanic II (Night Shift)	511	\$22.59	\$24.17	\$25.88	\$28.39	\$30.38	\$32.50	\$32.83
	512*	23.27	24.90	26.65	29.25	31.29	33.48	33.81
	513*	23.98	25.65	27.46	30.13	32.24	34.50	34.84
	514*	24.70	26.43	28.29	31.03	33.21	35.53	35.89
	515*	25.45	27.22	29.14	31.98	34.21	36.61	36.98

FLK GROVE UNIFIED SCHOOL DISTRICT
AMALGAMATED TRANSIT UNION (ATU)
Salary Schedule #20
2018/19

Classification	Training Classes (3%)*	STEP 1	STEP 2	EXPERIENCE STEPS				
				STEP 3	STEP 4	STEP 5 & 6	STEP 7	STEP 8+
Lead Journey Mechanic II (Day Shift)	\$21	\$21.78	\$23.30	\$24.94	\$27.37	\$29.29	\$31.34	\$31.65
	\$22*	22.43	24.01	25.70	28.20	30.17	32.29	32.61
	\$23*	23.11	24.73	26.48	29.05	31.09	33.27	33.60
	\$24*	23.80	25.48	27.28	29.92	32.03	34.27	34.61
	\$25*	24.52	26.25	28.10	30.82	32.99	35.30	35.65
Lead Journey Mechanic II (Swing Shift)	\$26	\$23.51	\$25.16	\$26.92	\$29.54	\$31.61	\$33.83	\$34.18
	\$27*	24.22	25.92	27.73	30.43	32.57	34.85	35.20
	\$28*	24.95	26.69	28.57	31.34	33.54	35.91	36.27
	\$29*	25.71	27.50	29.43	32.29	34.56	36.99	37.36
	\$30*	26.49	28.33	30.33	33.27	35.60	38.11	38.49
Lead Journey Mechanic II (Night Shift)	\$31	\$24.39	\$26.10	\$27.94	\$30.66	\$32.81	\$35.10	\$35.45
	\$32*	25.13	26.89	28.78	31.58	33.79	36.15	36.51
	\$33*	25.89	27.70	29.65	32.54	34.81	37.24	37.61
	\$34*	26.66	28.54	30.54	33.51	35.87	38.37	38.75
	\$35*	27.47	29.40	31.47	34.53	36.95	39.52	39.91

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	\$596	16th year	\$1,449
	10th year	\$882	19th year	\$1,739
	13th year	\$1,156	22nd year	\$2,034
			25th year	\$2,329

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.

Effective 07/01/18 a 3.75% increase was applied to the 2017/18 salary schedule.

FB