

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: **Elk Grove Team for Education/Administrative Management & Support (EGTEAMS)**

Certificated, Classified, Other: **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)	\$46,687,781	\$933,756	\$1,178,009	\$1,178,009
			0.02	0.0247	0.0241
2	Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$0		\$1,456,658	\$0
			-	0.0304	
	Description of other compensation: Change various classifications to new range within salary schedule.		\$0	\$491,889	\$491,889
3	Statutory Benefits - STRS, PERS, FICA, WE, UI, Medicare, etc.	\$10,681,166	\$205,282	\$675,358	\$355,900
			0.019219081	0.062036579	0.030782388
4	Health/Welfare Plans	\$7,180,518			\$0
5	Total Compensation - Add Items 1 through 4 to equal 5	\$64,549,465	\$1,139,038	\$3,801,914	\$2,025,798
			0.017645968	0.057877915	0.029152193
6	Step and Column - Due to movement plus any changes due to settlement. This is a subset of Item No. 1	\$93,189			
7	Total Number of Represented Employees (Use FTEs if appropriate)	526.929	526.929	526.929	526.929
8	Total Compensation <u>Average</u> Cost per FTE	\$122,501	\$2,162	\$7,215	\$3,845

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"?

Ongoing effective 7/1/17 2.00% is added to the 2017/18 Classified and Certificated Management Salary Schedule 18 and 28, Confidential & Supervisory Salary Schedule 22 and Administrative Support Salary Schedule 26 and 27. Ongoing effective 7/1/18 0.25% is added to the 2017/18 Classified and Certificated Management Salary Schedule 18 and 28, Confidential & Supervisory Salary Schedule 22 and Administrative Support Salary Schedule 26 and 27. Ongoing effective 7/1/18 0.49% is added to the 2018/19 Classified and Certificated Management Salary Schedule 18 and 28 to step 10 only. Ongoing effective 7/1/18 0.42% is added to the 2018/19 Confidential & Supervisory Salary Schedule 22 and Administrative Support Salary Schedule 26 and 27 to step 8 only. One-time payment equal to 3.05% of 2018-19 base pay will be paid for 2018-19.

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 EGTEAMS's fair share. The EGTEAMS fair share value of the amount over \$32,892,376 shall be added to the EGTEAMS 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 EGTEAMS salary schedules. 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.

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 EGTEAMS' 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 EGTEAMS'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 EGTEAMS bargaining unit members. To be eligible for this contingent one-time, off schedule salary compensation allocation, a unit member must be in paid status EGTEAMS 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

**Unrestricted General Fund
EGTEAMS**

Enter Bargaining Unit:

	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			\$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	\$375,054	\$3,996,957	\$255,380,240
Classified Salaries (2000-2999)	\$53,907,902	\$280,153	\$2,347,255	\$56,535,310
Employee Benefits (3000-3999)	\$117,070,316	\$141,439	\$1,459,416	\$118,671,171
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	\$796,646	\$7,803,628	\$477,381,188
OPERATING SURPLUS (DEFICIT)	\$86,742,270	-\$796,646	-\$7,803,628	\$78,141,996
TRANSFERS IN & OTHER SOURCES (8910-8979)				\$0
TRANSFERS OUT & OTHER USES (7610-7699)	-\$794,086			-\$794,086
CONTRIBUTIONS (8980-8999)	-\$88,686,364	-\$262,361	-\$596,500	-\$89,545,225
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	-\$2,738,180	-\$1,059,007	-\$8,400,128	-\$12,197,315
BEGINNING BALANCE	\$93,058,019			\$93,058,019
Prior-Year Adjustments/Restatements (9793/9795)				\$0
CURRENT-YEAR ENDING BALANCE	\$90,319,839	-\$1,059,007	-\$8,400,128	\$80,860,704
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	-\$1,059,007	-\$8,500,128	\$66,047,530
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 EGTEAMS		
	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)	\$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	\$141,744	\$832,709	\$61,401,743
Classified Salaries (2000-2999)	\$33,032,298	\$73,020		\$33,105,318
Employee Benefits (3000-3999)	\$58,404,466	\$47,597	\$170,434	\$58,622,497
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	\$262,361	\$808,421	\$224,001,717
OPERATING SURPLUS (DEFICIT)	-\$90,605,141	-\$262,361	-\$808,421	-\$91,675,923
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$0			\$0
TRANSFERS OUT & OTHER USES (7610-7699)	\$0			\$0
CONTRIBUTIONS (8980-8999)	\$88,686,364	\$262,361	\$808,421	\$89,757,146
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 EGTEAMS		
	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	\$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	\$516,798	\$4,829,666	\$316,781,983
Classified Salaries (2000-2999)	\$86,940,200	\$353,173	\$2,347,255	\$89,640,628
Employee Benefits (3000-3999)	\$175,474,782	\$189,036	\$1,629,850	\$177,293,668
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	\$1,059,007	\$8,612,049	\$701,382,905
OPERATING SURPLUS (DEFICIT)	-\$3,862,871	-\$1,059,007	-\$8,612,049	-\$13,533,927
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	-\$1,059,007	-\$8,400,128	-\$14,116,092
BEGINNING BALANCE	\$113,839,048			\$113,839,048
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
CURRENT-YEAR ENDING BALANCE	\$109,182,091	-\$1,059,007	-\$8,400,128	\$99,722,956
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	-\$1,059,007	-\$8,500,128	\$66,047,530
Unappropriated Amounts - Unrestricted (9790)	\$0	\$0	\$0	\$0

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Fund: **FUND 09 - ELK GROVE CHARTER**
Enter Bargaining Unit: **EGTEAMS**

	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)	\$2,459,451	\$0	\$0	\$2,459,451
Remaining Revenues (8100-8799)	\$152,600	\$0	\$0	\$152,600
TOTAL REVENUES	\$2,612,051	\$0	\$0	\$2,612,051
EXPENDITURES				
Certificated Salaries (1000-1999)	\$1,223,394	\$5,380	\$17,369	\$1,246,143
Classified Salaries (2000-2999)	\$175,771	\$1,125	\$0	\$176,896
Employee Benefits (3000-3999)	\$587,810	\$1,362	\$3,592	\$592,764
Books and Supplies (4000-4999)	\$199,759	\$0	\$0	\$199,759
Services, Other Operating Expenses (5000-5999)	\$161,692	\$0	\$0	\$161,692
Capital Outlay (6000-6999)	\$30,000	\$0	\$0	\$30,000
Other Outgo (7100-7299) (7400-7499)	\$0	\$0	\$0	\$0
Direct Support/Indirect Cost (7300-7399)	\$61,401	\$0	\$0	\$61,401
Other Adjustments	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$2,439,827	\$7,867	\$20,961	\$2,468,655
OPERATING SURPLUS (DEFICIT)	\$172,224	-\$7,867	-\$20,961	\$143,396
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$0	\$0	\$0	\$0
TRANSFERS OUT & OTHER USES (7610-7699)	\$0	\$0	\$0	\$0
CONTRIBUTIONS (8980-8999)	\$0	\$0	\$0	\$0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$172,224	-\$7,867	-\$20,961	\$143,396
BEGINNING BALANCE	\$4,330,842			\$4,330,842
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
CURRENT-YEAR ENDING BALANCE	\$4,503,066	-\$7,867	-\$20,961	\$4,474,238
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$1	\$0	\$0	\$1
Reserved for Economic Uncertainties (9770)	\$0	\$0	\$0	\$0
Board Designated Amounts (9775-9780)	\$4,503,065	-\$7,867	-\$20,961	\$4,474,237
Unappropriated Amounts (9790)	\$0	\$0	\$0	\$0

* Please see question on page 7.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Fund: **FUND 11 - ADULT EDUCATION**
Enter Bargaining Unit: **EGTEAMS**

	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)	\$277,088	\$0	\$0	\$277,088
Remaining Revenues (8100-8799)	\$4,546,666	\$0	\$0	\$4,546,666
TOTAL REVENUES	\$4,823,754	\$0	\$0	\$4,823,754
EXPENDITURES				
Certificated Salaries (1000-1999)	\$1,394,631	\$3,410	\$20,223	\$1,418,264
Classified Salaries (2000-2999)	\$1,156,418	\$6,358	\$0	\$1,162,776
Employee Benefits (3000-3999)	\$1,221,841	\$2,387	\$4,182	\$1,228,410
Books and Supplies (4000-4999)	\$623,932	\$0	\$0	\$623,932
Services, Other Operating Expenses (5000-5999)	\$467,061	\$0	\$0	\$467,061
Capital Outlay (6000-6999)	\$249,025	\$0	\$0	\$249,025
Other Outgo (7100-7299) (7400-7499)	\$91,570	\$0	\$0	\$91,570
Direct Support/Indirect Cost (7300-7399)	\$208,686	\$0	\$0	\$208,686
Other Adjustments	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$5,413,164	\$12,155	\$24,405	\$5,449,724
OPERATING SURPLUS (DEFICIT)	-\$589,410	-\$12,155	-\$24,405	-\$625,970
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$0	\$0	\$0	\$0
TRANSFERS OUT & OTHER USES (7610-7699)	\$0	\$0	\$0	\$0
CONTRIBUTIONS (8980-8999)	\$0	\$0	\$0	\$0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	-\$589,410	-\$12,155	-\$24,405	-\$625,970
BEGINNING BALANCE	\$2,702,246			\$2,702,246
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
CURRENT-YEAR ENDING BALANCE	\$2,112,836	-\$12,155	-\$24,405	\$2,076,276
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$828,173	\$0	\$0	\$828,173
Reserved for Economic Uncertainties (9770)	\$0	\$0	\$0	\$0
Board Designated Amounts (9775-9780)	\$1,284,663	-\$12,155	-\$24,405	\$1,248,103
Unappropriated Amounts (9790)	\$0	\$0	\$0	\$0

* Please see question on page 7.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Fund: **FUND 12 - CHILD DEVELOPMENT**
Enter Bargaining Unit: **EGTEAMS**

	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)	\$0	\$0	\$0	\$0
Remaining Revenues (8100-8799)	\$6,709,886	\$0	\$0	\$6,709,886
TOTAL REVENUES	\$6,709,886	\$0	\$0	\$6,709,886
EXPENDITURES				
Certificated Salaries (1000-1999)	\$2,213,440	\$4,412	\$30,251	\$2,248,103
Classified Salaries (2000-2999)	\$1,263,050	\$384	\$0	\$1,263,434
Employee Benefits (3000-3999)	\$1,669,404	\$972	\$6,256	\$1,676,632
Books and Supplies (4000-4999)	\$294,389	-\$5,768	-\$36,507	\$252,114
Services, Other Operating Expenses (5000-5999)	\$1,161,582	\$0	\$0	\$1,161,582
Capital Outlay (6000-6999)	\$28,030	\$0	\$0	\$28,030
Other Outgo (7100-7299) (7400-7499)	\$0	\$0	\$0	\$0
Direct Support/Indirect Cost (7300-7399)	\$274,077	\$0	\$0	\$274,077
Other Adjustments	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$6,903,972	\$0	\$0	\$6,903,972
OPERATING SURPLUS (DEFICIT)	-\$194,086	\$0	\$0	-\$194,086
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$194,086	\$0	\$0	\$194,086
TRANSFERS OUT & OTHER USES (7610-7699)	\$0	\$0	\$0	\$0
CONTRIBUTIONS (8980-8999)	\$0	\$0	\$0	\$0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$0	\$0	\$0	\$0
BEGINNING BALANCE	\$143,924			\$143,924
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
CURRENT-YEAR ENDING BALANCE	\$143,924	\$0	\$0	\$143,924
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$143,924	\$0	\$0	\$143,924
Reserved for Economic Uncertainties (9770)		\$0	\$0	\$0
Board Designated Amounts (9775-9780)	\$0	\$0	\$0	\$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 Fund:
Enter Bargaining Unit:

**FUND 13 - Cafeteria Fund
EGTEAMS**

	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)	\$0	\$0	\$0	\$0
Remaining Revenues (8100-8799)	\$25,449,959	\$0	\$0	\$25,449,959
TOTAL REVENUES	\$25,449,959	\$0	\$0	\$25,449,959
EXPENDITURES				
Certificated Salaries (1000-1999)	\$0	\$0	\$0	\$0
Classified Salaries (2000-2999)	\$8,459,094	\$18,969	\$0	\$8,478,063
Employee Benefits (3000-3999)	\$4,116,401	\$5,118	\$0	\$4,121,519
Books and Supplies (4000-4999)	\$11,290,251	\$0	\$0	\$11,290,251
Services, Other Operating Expenses (5000-5999)	\$848,292	\$0	\$0	\$848,292
Capital Outlay (6000-6999)	\$0	\$0	\$0	\$0
Other Outgo (7100-7299) (7400-7499)	\$0	\$0	\$0	\$0
Direct Support/Indirect Cost (7300-7399)	\$1,283,301	\$0	\$0	\$1,283,301
Other Adjustments	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$25,997,339	\$24,087	\$0	\$26,021,426
OPERATING SURPLUS (DEFICIT)	-\$547,380	-\$24,087	\$0	-\$571,467
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$600,000	\$0	\$0	\$600,000
TRANSFERS OUT & OTHER USES (7610-7699)	\$0	\$0	\$0	\$0
CONTRIBUTIONS (8980-8999)	\$0	\$0	\$0	\$0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$52,620	-\$24,087	\$0	\$28,533
BEGINNING BALANCE	\$5,653,363			\$5,653,363
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
CURRENT-YEAR ENDING BALANCE	\$5,705,983	-\$24,087	\$0	\$5,681,896
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$5,612,019	-\$24,087	\$0	\$5,587,932
Reserved for Economic Uncertainties (9770)		\$0	\$0	\$0
Board Designated Amounts (9775-9780)	\$93,964	\$0	\$0	\$93,964
Unappropriated Amounts (9790)	\$0	\$0	\$0	\$0

* Please see question on page 7.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Fund: **FUND 25 - Capital Facilities Fund**
Enter Bargaining Unit: **EGTEAMS**

	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)	\$0	\$0	\$0	\$0
Remaining Revenues (8100-8799)	\$8,578,829	\$0	\$0	\$8,578,829
TOTAL REVENUES	\$8,578,829	\$0	\$0	\$8,578,829
EXPENDITURES				
Certificated Salaries (1000-1999)	\$0	\$0	\$0	\$0
Classified Salaries (2000-2999)	\$297,265	\$4,330	\$0	\$301,595
Employee Benefits (3000-3999)	\$136,214	\$1,168	\$0	\$137,382
Books and Supplies (4000-4999)	\$45,000	\$0	\$0	\$45,000
Services, Other Operating Expenses (5000-5999)	\$168,139	\$0	\$0	\$168,139
Capital Outlay (6000-6999)	\$25,000	\$0	\$0	\$25,000
Other Outgo (7100-7299) (7400-7499)	\$0	\$0	\$0	\$0
Direct Support/Indirect Cost (7300-7399)	\$0	\$0	\$0	\$0
Other Adjustments	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$671,618	\$5,498	\$0	\$677,116
OPERATING SURPLUS (DEFICIT)	\$7,907,211	-\$5,498	\$0	\$7,901,713
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$200,000	\$0	\$0	\$200,000
TRANSFERS OUT & OTHER USES (7610-7699)	-\$23,050,000	\$0	\$0	-\$23,050,000
CONTRIBUTIONS (8980-8999)	\$0	\$0	\$0	\$0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	-\$14,942,789	-\$5,498	\$0	-\$14,948,287
BEGINNING BALANCE	\$17,151,421			\$17,151,421
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
CURRENT-YEAR ENDING BALANCE	\$2,208,632	-\$5,498	\$0	\$2,203,134
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$2,208,632	-\$5,498	\$0	\$2,203,134
Reserved for Economic Uncertainties (9770)		\$0	\$0	\$0
Board Designated Amounts (9775-9780)	\$0	\$0	\$0	\$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 Fund: **FUND 49 - Special Projects Fund**
Enter Bargaining Unit: **EGTEAMS**

	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)	\$0	\$0	\$0	\$0
Remaining Revenues (8100-8799)	\$2,935	\$0	\$0	\$2,935
TOTAL REVENUES	\$2,935	\$0	\$0	\$2,935
EXPENDITURES				
Certificated Salaries (1000-1999)	\$0	\$0	\$0	\$0
Classified Salaries (2000-2999)	\$1,520,828	\$15,638	\$0	\$1,536,466
Employee Benefits (3000-3999)	\$624,861	\$4,219	\$0	\$629,080
Books and Supplies (4000-4999)	\$77,331	\$0	\$0	\$77,331
Services, Other Operating Expenses (5000-5999)	\$605,991	\$0	\$0	\$605,991
Capital Outlay (6000-6999)	\$1,003,855	\$0	\$0	\$1,003,855
Other Outgo (7100-7299) (7400-7499)	\$0	\$0	\$0	\$0
Direct Support/Indirect Cost (7300-7399)	\$0	\$0	\$0	\$0
Other Adjustments	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$3,832,866	\$19,857	\$0	\$3,852,723
OPERATING SURPLUS (DEFICIT)	-\$3,829,931	-\$19,857	\$0	-\$3,849,788
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$1,680,609	\$0	\$0	\$1,680,609
TRANSFERS OUT & OTHER USES (7610-7699)	-\$5,666,151	\$0	\$0	-\$5,666,151
CONTRIBUTIONS (8980-8999)	\$0	\$0	\$0	\$0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	-\$7,815,473	-\$19,857	\$0	-\$7,835,330
BEGINNING BALANCE	\$12,795,685			\$12,795,685
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
CURRENT-YEAR ENDING BALANCE	\$4,980,212	-\$19,857	\$0	\$4,960,355
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$1,000,002	\$0	\$0	\$1,000,002
Reserved for Economic Uncertainties (9770)		\$0	\$0	\$0
Board Designated Amounts (9775-9780)	\$3,980,210	-\$19,857	\$0	\$3,960,353
Unappropriated Amounts (9790)	\$0	\$0	\$0	\$0

* Please see question on page 7.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Fund: **FUND 67 - Self Insurance Fund**
Enter Bargaining Unit: **EGTEAMS**

	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)	\$0	\$0	\$0	\$0
Remaining Revenues (8100-8799)	\$10,885,012	\$0	\$0	\$10,885,012
TOTAL REVENUES	\$10,885,012	\$0	\$0	\$10,885,012
EXPENDITURES				
Certificated Salaries (1000-1999)	\$0	\$0	\$0	\$0
Classified Salaries (2000-2999)	\$381,064	\$3,779	\$0	\$384,843
Employee Benefits (3000-3999)	\$156,387	\$1,020	\$0	\$157,407
Books and Supplies (4000-4999)	\$12,735	\$0	\$0	\$12,735
Services, Other Operating Expenses (5000-5999)	\$7,351,786	\$0	\$0	\$7,351,786
Capital Outlay (6000-6999)	\$0	\$0	\$0	\$0
Other Outgo (7100-7299) (7400-7499)	\$0	\$0	\$0	\$0
Direct Support/Indirect Cost (7300-7399)	\$0	\$0	\$0	\$0
Other Adjustments	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$7,901,972	\$4,799	\$0	\$7,906,771
OPERATING SURPLUS (DEFICIT)	\$2,983,040	-\$4,799	\$0	\$2,978,241
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$0	\$0	\$0	\$0
TRANSFERS OUT & OTHER USES (7610-7699)	\$0	\$0	\$0	\$0
CONTRIBUTIONS (8980-8999)	\$0	\$0	\$0	\$0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$2,983,040	-\$4,799	\$0	\$2,978,241
BEGINNING BALANCE	\$6,146,178			\$6,146,178
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
CURRENT-YEAR ENDING BALANCE	\$9,129,218	-\$4,799	\$0	\$9,124,419
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$0	\$0	\$0	\$0
Reserved for Economic Uncertainties (9770)		\$0	\$0	\$0
Board Designated Amounts (9775-9780)	\$0	\$0	\$0	\$0
Unappropriated Amounts (9790)	\$9,129,218	-\$4,799	\$0	\$9,124,419

* Please see question on page 7.

I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Enter Bargaining Unit:		Combined General Fund EGTEAMS		
	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)	\$316,781,983	\$320,803,972	\$324,840,052	
Classified Salaries (2000-2999)	\$89,640,628	\$90,182,921	\$90,315,149	
Employee Benefits (3000-3999)	\$177,293,668	\$189,390,390	\$200,271,312	
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	\$701,382,905	\$708,866,288	\$717,303,799	
OPERATING SURPLUS (DEFICIT)	-\$13,533,927	\$15,800,326	\$5,236,333	
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	-\$14,116,092	\$15,606,240	\$5,042,247	
BEGINNING BALANCE	\$113,839,048	\$99,722,956	\$115,329,196	
CURRENT-YEAR ENDING BALANCE	\$99,722,956	\$115,329,196	\$120,371,443	
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)	\$66,047,530	\$77,911,181	\$79,152,774	
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)	\$701,965,070	\$709,060,374	\$717,497,885
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	\$14,039,301	\$14,181,207	\$14,349,958

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

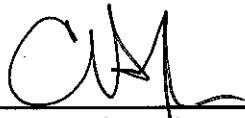
The disclosure document must be signed by the district Superintendent and Chief Business Officer at the time of public disclosure.

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 Elk Grove Team for Education/Administrative Management & Support (EGTEAMS), during the term of the agreement from July 1, 2017 to June 30, 2019.

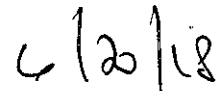
The budget revisions necessary to meet the costs of the agreement are as follows:

<u>Budget Adjustment Categories:</u>	<u>Budget Adjustment Increase (Decrease)</u>
<u>Revenues/Other Financing Sources</u>	<u>0</u>
<u>Expenditures/Other Financing Uses</u>	<u>1,139,038</u>
<u>Ending Balance Increase (Decrease)</u>	<u>(1,139,038)</u>

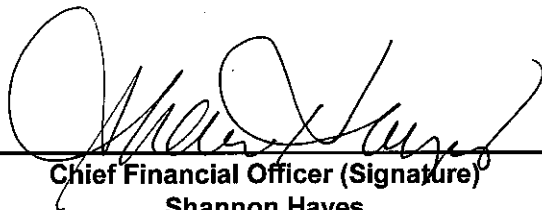
____ (No budget revisions necessary)



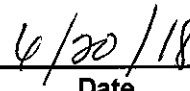
District Superintendent (Signature)
Christopher R. Hoffman



Date



Chief Financial 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 June 26, 2018, took action to approve the proposed Agreement with the Elk Grove Team for Education/Administrative Management & Support (EGTEAMS).

President (or Clerk), Governing Board
(Signature)

Date

**ELK GROVE UNIFIED SCHOOL DISTRICT
MANAGEMENT SALARY SCHEDULE #18 and #28
2017/18**

POSITION TITLE	CLASS	PAID WORK DAYS
Academic Program Coordinator	155	200
After School Academic Program Coordinator	155	200
Assistant Chief of Police & School Security	195	246*
Centralized Technical Services Manager	200	246*
Chief of Police	210	246*
Chief Facilities Officer	260	246*
Computer Security and Special Project Manager	200	246*
Construction Project Manager I	140	246*
Construction Project Manager II	160	246*
Coordinator, Health Services	200	246*
Coordinator/Prevention & Intervention Svcs	195	210
Desktop Support and Helpdesk Manager	200	246*
Director,		
Adult & Community Education Programs	210	246*
Career/Technical Education and College Readiness	210	246*
Certificated Personnel	235	246*
Classified Personnel	235	246*
Communications/Public Information Officer	160	246*
Construction	210	246*
Curriculum/Professional Learning	245	246*
Development	210	246*
Early Childhood Education	235	246*
Elementary Education	235	246*
Elementary Education & Parent Volunteer Program	235	246*
English Learner Services	235	246*
Fiscal Compliance	225	246*
Fiscal Services	225	246*
Food & Nutrition Services	195	246*
Instructional Support	225	246*
Learning Support Services	235	246*
Maintenance & Operations	180	246*
Personnel Development	235	246*
Planning	210	246*
Prevention/Intervention	210	246*
Purchasing & Warehouse	175	246*
Research & Evaluation	215	246*
Safety and Security	235	246*
Secondary Education	235	246*
Special Education & SELPA	210	246*
Student Support and Health Services	210	246*
Summer School, Intersession and Extended Day	210	246*
Technology Services	245	246*
Transportation and Commercial Compliance	180	246*
District Athletic/Facility Utilization Coordinator	195	210
District Grant Writer	160	246*
District Head Counselor	195	246*
EETT Program Manager	165	200*
Executive Director of Education Services	260	246*
Prevention & Intervention Specialist	155	200
Healthy Start Coordinator	150	246*
Legal Compliance Specialist	150	246*

POSITION TITLE	CLASS	PAID WORK DAYS
Manager,		
Accounting	160	246*
Budget	160	246*
Compensation & Benefits	160	246*
Custodial Services	160	246*
Facilities Accounting	160	246*
Grounds	160	246*
Maintenance and Operations	160	246*
Planning	140	246*
Principal,		
Adult & Community Education	205	246*
Elementary K-6 (under 400)	185	207
Elementary K-6 (over 400)	205	207
Elementary K-6 (over 400) Year Round	225	246*
Middle School 7-8	220	235*
High School	245	246*
Continuation	200	216
Special Education	185	207
On Special Assignment / Secondary Education	245	246*
On Special Assignment / Student Services	245	246*
Program Administrator,		
Adult & Community Education	195	246*
Adult & Community Education		
Grant Funded And Fee Based Programs	195	246*
After School/Acaletes Learning Coord.	165	246*
Career Technical Education	165	200
Elementary School Instructional Specialist	165	200
Elementary School Instructional Specialist YR	195	219
High School Instructional Specialist	195	210
Middle School Instructional Specialist	165	206
Office of Family and Community Engagement	160	200
Secondary Education	165	246*
Title I/State Compensatory Education-Elementary	165	200
Title I/State Compensatory Education-Middle School	165	206
Title I/State Compensatory Education-High School	195	210
Program Specialist	150	223
Program Specialist - College and Career Options	165	200
Program Specialist-Curriculum & Professional Learning	165	200
Program Specialist - Learning Support Services	165	200
Program Specialist - Student Services	165	200
Programming Manager	200	246*
Regional Technical Services Manager	200	246*
Research Project Manager	180	246*
Risk Manager	160	246*
Safe Routes to School and Facilities Outreach Coordinator	120	246*
School Safety and Security Coordinator	210	246*
Senior Construction Manager	180	246*
Technology Integration Manager	200	246*
Technology Operations Manager	200	246*
Vice Principal:		
Adult & Community Education	165	210
Alternative/Continuation High School	155	200
Elementary K-6	165	200
K-8 Year Round	195	219
Middle School	165	206
High School	195	210
YR Principal on Special Assignment		
Learning Support Services	225	246*

* Vacation days accrued

**ELK GROVE UNIFIED SCHOOL DISTRICT
MANAGEMENT SALARY SCHEDULES #18 AND #28
2017/18**

CLASS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6 & 7	STEP 8 & 9	STEP 10
260	119,504.00	123,689.00	128,016.00	132,498.00	137,133.00	141,935.00	144,775.00	149,842.00
255	117,391.00	121,500.00	125,752.00	130,153.00	134,709.00	139,425.00	142,212.00	147,190.00
250	115,316.00	119,353.00	123,528.00	127,851.00	132,328.00	136,958.00	139,695.00	144,586.00
245	113,277.00	117,241.00	121,345.00	125,594.00	129,988.00	134,538.00	137,229.00	142,032.00
240	111,274.00	115,168.00	119,197.00	123,370.00	127,689.00	132,156.00	134,798.00	139,518.00
235	109,306.00	113,130.00	117,092.00	121,189.00	125,428.00	129,821.00	132,416.00	137,052.00
230	107,374.00	111,129.00	115,019.00	119,048.00	123,211.00	127,527.00	130,074.00	134,629.00
225	105,475.00	109,166.00	112,989.00	116,941.00	121,034.00	125,273.00	127,774.00	132,248.00
220	103,611.00	107,237.00	110,988.00	114,873.00	118,895.00	123,057.00	125,518.00	129,911.00
215	101,777.00	105,338.00	109,027.00	112,843.00	116,793.00	120,878.00	123,296.00	127,611.00
210	99,976.00	103,478.00	107,100.00	110,849.00	114,729.00	118,742.00	121,118.00	125,358.00
205	98,209.00	101,649.00	105,206.00	108,887.00	112,698.00	116,642.00	118,976.00	123,143.00
200	96,475.00	99,850.00	103,347.00	106,962.00	110,704.00	114,585.00	116,873.00	120,965.00
195	94,766.00	98,084.00	101,522.00	105,069.00	108,746.00	112,557.00	114,805.00	118,824.00
190	93,091.00	96,349.00	99,720.00	103,211.00	106,823.00	110,562.00	112,772.00	116,720.00
185	91,446.00	94,648.00	97,961.00	101,389.00	104,937.00	108,609.00	110,781.00	114,659.00
180	89,828.00	92,971.00	96,226.00	99,595.00	103,077.00	106,687.00	108,820.00	112,629.00
175	88,241.00	91,329.00	94,525.00	97,833.00	101,259.00	104,803.00	106,898.00	110,640.00
170	86,681.00	89,715.00	92,855.00	96,104.00	99,469.00	102,950.00	105,011.00	108,685.00
165	85,147.00	88,126.00	91,212.00	94,403.00	97,708.00	101,128.00	103,151.00	106,762.00
160	83,643.00	86,568.00	89,598.00	92,733.00	95,983.00	99,338.00	101,325.00	104,872.00
155	82,164.00	85,038.00	88,015.00	91,097.00	94,286.00	97,583.00	99,536.00	103,020.00
150	80,710.00	83,538.00	86,460.00	89,485.00	92,619.00	95,860.00	97,778.00	101,200.00
145	79,283.00	82,059.00	84,931.00	87,904.00	90,982.00	94,166.00	96,050.00	99,412.00
140	77,880.00	80,607.00	83,428.00	86,347.00	89,370.00	92,501.00	94,349.00	97,650.00
135	76,502.00	79,182.00	81,953.00	84,819.00	87,790.00	90,864.00	92,680.00	95,925.00
130	75,152.00	77,784.00	80,504.00	83,323.00	86,238.00	89,256.00	91,044.00	94,231.00
125	73,823.00	76,407.00	79,082.00	81,850.00	84,713.00	87,682.00	89,434.00	92,564.00
120	72,517.00	75,057.00	77,683.00	80,403.00	83,217.00	86,127.00	87,852.00	90,925.00

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

Effective 07/01/17: no changes from the 2016/2017 salary schedule.

Revised 02/14/18 - Title change from Program Administrator - Research and Evaluation to Research Project Manager

Effective 07/01/17 2% was added to the 2017/18 salary schedule.

Board Approved: 02/20/18

vc: g:/urolass/edjoin desks/salary schedules/2017-2018/management #18 and #28

**ELK GROVE UNIFIED SCHOOL DISTRICT
MANAGEMENT SALARY SCHEDULE #18 and #28
2018/19**

POSITION TITLE	CLASS	PAID WORK DAYS
Academic Program Coordinator	155	200
After School Academic Program Coordinator	155	200
Assistant Chief of Police & School Security	195	246*
Centralized Technical Services Manager	200	246*
Chief of Police	210	246*
Chief Facilities Officer	260	246*
Computer Security and Special Project Manager	200	246*
Construction Project Manager I	140	246*
Construction Project Manager II	160	246*
Coordinator, Health Services	200	246*
Coordinator/Prevention & Intervention Svcs	195	210
Desktop Support and Helpdesk Manager	200	246*
Director,		
Adult & Community Education Programs	210	246*
Career/Technical Education and College Readine:	235	246*
Certificated Personnel	245	246*
Classified Personnel	235	246*
Communications/Public Information Officer	200	246*
Construction	210	246*
Curriculum/Professional Learning	245	246*
Development	210	246*
Early Childhood Education	235	246*
Elementary Education	245	246*
Elementary Education & Parent Volunteer Program	235	246*
English Learner Services	235	246*
Fiscal Compliance	225	246*
Fiscal Services	225	246*
Food & Nutrition Services	215	246*
Instructional Support	225	246*
Learning Support Services	235	246*
Maintenance & Operations	215	246*
Personnel Development	235	246*
Planning	210	246*
Prevention/Intervention	210	246*
Purchasing & Warehouse	195	246*
Research & Evaluation	235	246*
Safety and Security	235	246*
Secondary Education	245	246*
Special Education & SELPA	245	246*
Student Support and Health Services	245	246*
Summer School, Intersession and Extended Day	210	246*
Technology Services	245	246*
Transportation and Commercial Compliance	215	246*
District Athletic/Facility Utilization Coordinator	195	210
District Grant Writer	160	246*
District Head Counselor	195	246*
EETT Program Manager	165	200*
Executive Director of Education Services	260	246*
Prevention & Intervention Specialist	155	200
Healthy Start Coordinator	150	246*
Legal Compliance Specialist	200	246*

* Vacation days accrued

POSITION TITLE	CLASS	PAID WORK DAYS
Manager,		
Accounting	160	246*
Budget	160	246*
Compensation & Benefits	160	246*
Custodial Services	160	246*
Facilities Accounting	160	246*
Grounds	160	246*
Maintenance and Operations	160	246*
Planning	140	246*
Principal,		
Adult & Community Education	205	246*
Elementary K-6 (under 400)	185	207
Elementary K-6 (over 400)	205	207
Elementary K-6 (over 400) Year Round	225	246*
Middle School 7-8	220	235*
High School	245	246*
Continuation	200	216
Special Education	200	207
On Special Assignment / Secondary Education	245	246*
On Special Assignment / Student Services	245	246*
Program Administrator,		
Adult & Community Education	195	246*
Adult & Community Education		
Grant Funded And Fee Based Programs	195	246*
After School/Acaletes Learning Coord.	165	246*
Career Technical Education	165	200
Elementary School Instructional Specialist	165	200
Elementary School Instructional Specialist YR	195	219
High School Instructional Specialist	195	210
Middle School Instructional Specialist	165	206
Office of Family and Community Engagement	160	200
Secondary Education	165	246*
Title I/State Compensatory Education-Elementary	165	200
Title I/State Compensatory Education-Middle School	165	206
Title I/State Compensatory Education-High School	195	210
Program Specialist - College/Career, C/PL, LS:	170	200
Program Specialist- SS& HS	170	200
Program Specialist - FACE, Equity, Expanded Learn	180	200
Program Specialist - EL, Prek, Foster Youth	180	200
Program Specialist - Special Ed.	190	200
Programming Manager	200	246*
Regional Technical Services Manager	200	246*
Research Project Manager	180	246*
Risk Manager	160	246*
Safe Routes to School and Facilities Outreach Coordinator	120	246*
School Safety and Security Coordinator	210	246*
Senior Construction Manager	180	246*
Technology Integration Manager	200	246*
Technology Operations Manager	200	246*
Vice Principal:		
Adult & Community Education	165	210
Alternative/Continuation High School	155	200
Elementary K-6	165	200
K-8 Year Round	195	219
Middle School	165	206
High School	195	210
YR Principal on Special Assignment		
Learning Support Services	225	246*

**ELK GROVE UNIFIED SCHOOL DISTRICT
MANAGEMENT SALARY SCHEDULES #18 AND #28
2018/19**

CLASS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6 & 7	STEP 8 & 9	STEP 10
260	119,803.00	123,998.00	128,336.00	132,829.00	137,476.00	142,290.00	145,137.00	150,953.00
255	117,684.00	121,804.00	126,066.00	130,478.00	135,046.00	139,774.00	142,568.00	148,281.00
250	115,604.00	119,651.00	123,837.00	128,171.00	132,659.00	137,300.00	140,044.00	145,657.00
245	113,560.00	117,534.00	121,648.00	125,908.00	130,313.00	134,874.00	137,572.00	143,085.00
240	111,552.00	115,456.00	119,495.00	123,678.00	128,008.00	132,486.00	135,135.00	140,552.00
235	109,579.00	113,413.00	117,385.00	121,492.00	125,742.00	130,146.00	132,747.00	138,068.00
230	107,642.00	111,407.00	115,307.00	119,346.00	123,519.00	127,846.00	130,399.00	135,627.00
225	105,739.00	109,439.00	113,271.00	117,233.00	121,337.00	125,586.00	128,093.00	133,229.00
220	103,870.00	107,505.00	111,265.00	115,160.00	119,192.00	123,365.00	125,832.00	130,874.00
215	102,031.00	105,601.00	109,300.00	113,125.00	117,085.00	121,180.00	123,604.00	128,557.00
210	100,226.00	103,737.00	107,368.00	111,126.00	115,016.00	119,039.00	121,421.00	126,287.00
205	98,455.00	101,903.00	105,469.00	109,159.00	112,980.00	116,934.00	119,273.00	124,056.00
200	96,716.00	100,100.00	103,605.00	107,229.00	110,981.00	114,871.00	117,165.00	121,861.00
195	95,003.00	98,329.00	101,776.00	105,332.00	109,018.00	112,838.00	115,092.00	119,705.00
190	93,324.00	96,590.00	99,969.00	103,469.00	107,090.00	110,838.00	113,054.00	117,585.00
185	91,675.00	94,885.00	98,206.00	101,642.00	105,199.00	108,881.00	111,058.00	115,509.00
180	90,053.00	93,203.00	96,467.00	99,844.00	103,335.00	106,954.00	109,092.00	113,464.00
175	88,462.00	91,557.00	94,761.00	98,078.00	101,512.00	105,065.00	107,165.00	111,460.00
170	86,898.00	89,939.00	93,087.00	96,344.00	99,718.00	103,207.00	105,274.00	109,491.00
165	85,360.00	88,346.00	91,440.00	94,639.00	97,952.00	101,381.00	103,409.00	107,553.00
160	83,852.00	86,784.00	89,822.00	92,965.00	96,223.00	99,586.00	101,578.00	105,649.00
155	82,369.00	85,251.00	88,235.00	91,325.00	94,522.00	97,827.00	99,785.00	103,784.00
150	80,912.00	83,747.00	86,676.00	89,709.00	92,851.00	96,100.00	98,022.00	101,950.00
145	79,481.00	82,264.00	85,143.00	88,124.00	91,209.00	94,401.00	96,290.00	100,149.00
140	78,075.00	80,809.00	83,637.00	86,563.00	89,593.00	92,732.00	94,585.00	98,374.00
135	76,693.00	79,380.00	82,158.00	85,031.00	88,009.00	91,091.00	92,912.00	96,636.00
130	75,340.00	77,978.00	80,705.00	83,531.00	86,454.00	89,479.00	91,272.00	94,930.00
125	74,008.00	76,598.00	79,280.00	82,055.00	84,925.00	87,901.00	89,658.00	93,250.00
120	72,698.00	75,245.00	77,877.00	80,604.00	83,425.00	86,342.00	88,072.00	91,599.00

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

Effective 07/01/17: no changes from the 2016/2017 salary schedule.

Revised 02/14/18 - Title change from Program Administrator - Research and Evaluation to Research Project Manager

Effective 07/01/17 2% was added to the 2017/18 salary schedule.

Effective 07/01/18 0.25% was added to the 2017/18 salary schedule and 0.49% was added to step 10.

Board Approved: 02/20/18

vs: g:/hrclass/edjoin desks/salary schedules/2017-2018/management #18 and #28

**ELK GROVE UNIFIED SCHOOL DISTRICT
CONFIDENTIAL AND SUPERVISORY SALARY SCHEDULE #22
2017/18**

CLASSIFICATION	CLASS
Administrative Assistant I	135
Site Supervisor - Custodial Services	140
Site Supervisor - Food and Nutrition Services	140
Administrative Assistant II	145
Administrative Assistant III	170
Communications Assistant	170
Communications Specialist	190
Senior Administrative Assistant	195
Supervisor - Transportation	195
Supervisor - Facilities Accounting	220
Supervisor - Purchasing	220
Supervisor - Warehouse	220
Supervisor - Always Learning/Community Education	230
Executive Assistant	235
Area Supervisor - Custodial	240
Area Supervisor - Grounds	240
Area Supervisor - Maintenance	240
Area Supervisor - Maintenance & Operations Water Quality	240
Nutrition Specialist	240
Senior Communications Specialist	240
Supervisor - Benefits	240
Supervisor - Payroll	240
Supervisor - Fleet Maintenance	240
Manager - Food and Nutrition Services Production	245
Operations Manager - Food and Nutrition Services	245
Accounting Analyst	260
Budget Analyst	260
Financial Analyst - Facilities	260
Fiscal Compliance Specialist	260
Occupational Therapist (177 work days)	260
Personnel Analyst	260
Physical Therapist (177 work days)	260
Position Control Specialist	260
Risk Management Analyst	260
Manager - Fleet Maintenance	265
Manager -Transportation Operations	265
School Safety and Security Supervisor	265
Senior Financial Data Analyst	265
Sergeant	265
Senior Executive Assistant	265
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
2017/18

CLASS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6 & 7	STEP 8+
300	75,748.00	79,159.00	82,720.00	86,441.00	90,331.00	94,396.00	98,690.00
295	74,341.00	77,683.00	81,177.00	84,829.00	88,646.00	92,636.00	96,851.00
290	72,949.00	76,235.00	79,664.00	83,251.00	86,996.00	90,909.00	95,045.00
285	71,591.00	74,813.00	78,178.00	81,696.00	85,374.00	89,216.00	93,276.00
280	70,257.00	73,419.00	76,721.00	80,171.00	83,780.00	87,549.00	91,532.00
275	68,946.00	72,048.00	75,290.00	78,678.00	82,217.00	85,920.00	89,828.00
270	67,661.00	70,704.00	73,887.00	77,212.00	80,687.00	84,318.00	88,156.00
265	66,397.00	69,388.00	72,508.00	75,771.00	79,179.00	82,743.00	86,507.00
260	65,157.00	68,092.00	71,158.00	74,357.00	77,705.00	81,199.00	84,896.00
255	63,945.00	66,822.00	69,832.00	72,972.00	76,255.00	79,690.00	83,315.00
250	62,752.00	65,576.00	68,526.00	71,610.00	74,829.00	78,199.00	81,758.00
245	61,586.00	64,353.00	67,246.00	70,274.00	73,434.00	76,740.00	80,230.00
240	60,433.00	63,152.00	65,993.00	68,962.00	72,066.00	75,309.00	78,738.00
235	59,307.00	61,974.00	64,766.00	67,681.00	70,726.00	73,908.00	77,269.00
230	58,202.00	60,820.00	63,557.00	66,417.00	69,407.00	72,528.00	75,830.00
225	57,115.00	59,686.00	62,371.00	65,180.00	68,114.00	71,179.00	74,417.00
220	56,051.00	58,574.00	61,209.00	63,964.00	66,842.00	69,848.00	73,029.00
215	55,007.00	57,478.00	60,067.00	62,767.00	65,595.00	68,547.00	71,667.00
210	53,981.00	56,410.00	58,949.00	61,600.00	64,373.00	67,271.00	70,331.00
205	52,976.00	55,356.00	57,847.00	60,452.00	63,171.00	66,016.00	69,020.00
200	51,985.00	54,325.00	56,769.00	59,326.00	61,995.00	64,784.00	67,734.00
195	51,017.00	53,313.00	55,710.00	58,215.00	60,836.00	63,574.00	66,465.00
190	50,066.00	52,319.00	54,673.00	57,131.00	59,704.00	62,391.00	65,231.00
185	49,135.00	51,345.00	53,655.00	56,069.00	58,591.00	61,226.00	64,015.00
180	48,217.00	50,387.00	52,652.00	55,024.00	57,500.00	60,086.00	62,821.00
175	47,316.00	49,446.00	51,672.00	53,997.00	56,427.00	58,965.00	61,651.00
170	46,434.00	48,527.00	50,710.00	52,990.00	55,374.00	57,867.00	60,499.00
165	45,571.00	47,619.00	49,763.00	52,002.00	54,342.00	56,787.00	59,369.00
160	44,718.00	46,731.00	48,836.00	51,032.00	53,327.00	55,727.00	58,265.00
155	43,884.00	45,857.00	47,923.00	50,078.00	52,333.00	54,688.00	57,177.00
150	43,068.00	45,004.00	47,030.00	49,147.00	51,357.00	53,669.00	56,109.00
145	42,265.00	44,166.00	46,156.00	48,231.00	50,399.00	52,671.00	55,065.00
140	41,474.00	43,343.00	45,292.00	47,330.00	49,462.00	51,689.00	54,039.00
135	40,703.00	42,534.00	44,449.00	46,447.00	48,540.00	50,724.00	53,030.00
130	39,943.00	41,741.00	43,621.00	45,583.00	47,636.00	49,777.00	52,043.00
125	39,199.00	40,961.00	42,803.00	44,732.00	46,746.00	48,849.00	51,072.00
120	38,468.00	40,198.00	42,009.00	43,900.00	45,875.00	47,939.00	50,122.00
115	37,750.00	39,450.00	41,225.00	43,082.00	45,018.00	47,045.00	49,184.00
110	37,045.00	38,712.00	40,455.00	42,275.00	44,177.00	46,166.00	48,265.00
105	36,356.00	37,992.00	39,701.00	41,486.00	43,352.00	45,302.00	47,366.00
100	35,677.00	37,283.00	38,963.00	40,715.00	42,547.00	44,461.00	46,483.00

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,

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

Effective 07/01/17: no changes from the 2016/2017 salary schedule.

Revised 10/18/17: updated supervisor/instructor - transportation to supervisor - transportation

Effective 07/01/17 2% was added to the 2017-18 salary schedule.

Board Approved: November 7, 2017

g:/hr/class/edjoin desks/salary schedules/2017-2018/confidential and supervisory #22

**ELK GROVE UNIFIED SCHOOL DISTRICT
CONFIDENTIAL AND SUPERVISORY SALARY SCHEDULE #22
2018/19**

CLASSIFICATION	CLASS
Administrative Assistant I	135
Site Supervisor - Custodial Services	140
Site Supervisor - Food and Nutrition Services	140
Administrative Assistant II	145
Administrative Assistant III	170
Communications Assistant	170
Communications Specialist	190
Senior Administrative Assistant	195
Supervisor - Transportation	235
Supervisor - Facilities Accounting	220
Supervisor - Purchasing	220
Supervisor - Warehouse	220
Supervisor - Always Learning/Community Education	230
Executive Assistant	235
Area Supervisor - Custodial	240
Area Supervisor - Grounds	240
Area Supervisor - Maintenance	240
Area Supervisor - Maintenance & Operations Water Quality	240
Nutrition Specialist	265
Senior Communications Specialist	240
Supervisor - Benefits	240
Supervisor - Payroll	240
Supervisor - Fleet Maintenance	240
Manager - Food and Nutrition Services Production	260
Operations Manager - Food and Nutrition Services	245
Accounting Analyst	260
Budget Analyst	260
Financial Analyst - Facilities	260
Fiscal Compliance Specialist	260
Occupational Therapist (177 work days)	260
Personnel Analyst	275
Physical Therapist (177 work days)	260
Position Control Specialist	260
Risk Management Analyst	260
Manager - Fleet Maintenance	265
Manager -Transportation Operations	265
School Safety and Security Supervisor	265
Senior Financial Data Analyst	265
Sergeant	265
Senior Executive Assistant	265
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
2018/19

CLASS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6 & 7	STEP 8+
300	75,937.00	79,357.00	82,927.00	86,657.00	90,557.00	94,632.00	99,353.00
295	74,527.00	77,877.00	81,380.00	85,041.00	88,868.00	92,868.00	97,501.00
290	73,131.00	76,426.00	79,863.00	83,459.00	87,213.00	91,136.00	95,683.00
285	71,770.00	75,000.00	78,373.00	81,900.00	85,587.00	89,439.00	93,902.00
280	70,433.00	73,603.00	76,913.00	80,371.00	83,989.00	87,768.00	92,146.00
275	69,118.00	72,228.00	75,478.00	78,875.00	82,423.00	86,135.00	90,431.00
270	67,830.00	70,881.00	74,072.00	77,405.00	80,889.00	84,529.00	88,747.00
265	66,563.00	69,561.00	72,689.00	75,960.00	79,377.00	82,950.00	87,087.00
260	65,320.00	68,262.00	71,336.00	74,543.00	77,899.00	81,402.00	85,465.00
255	64,105.00	66,989.00	70,007.00	73,154.00	76,446.00	79,889.00	83,874.00
250	62,909.00	65,740.00	68,697.00	71,789.00	75,016.00	78,394.00	82,306.00
245	61,740.00	64,514.00	67,414.00	70,450.00	73,618.00	76,932.00	80,769.00
240	60,584.00	63,310.00	66,158.00	69,134.00	72,246.00	75,497.00	79,267.00
235	59,455.00	62,129.00	64,928.00	67,850.00	70,903.00	74,093.00	77,787.00
230	58,348.00	60,972.00	63,716.00	66,583.00	69,581.00	72,709.00	76,339.00
225	57,258.00	59,835.00	62,527.00	65,343.00	68,284.00	71,357.00	74,916.00
220	56,191.00	58,720.00	61,362.00	64,124.00	67,009.00	70,023.00	73,519.00
215	55,145.00	57,622.00	60,217.00	62,924.00	65,759.00	68,718.00	72,148.00
210	54,116.00	56,551.00	59,096.00	61,754.00	64,534.00	67,439.00	70,803.00
205	53,108.00	55,494.00	57,992.00	60,603.00	63,329.00	66,181.00	69,484.00
200	52,115.00	54,461.00	56,911.00	59,474.00	62,150.00	64,946.00	68,188.00
195	51,145.00	53,446.00	55,849.00	58,361.00	60,988.00	63,733.00	66,911.00
190	50,191.00	52,450.00	54,810.00	57,274.00	59,853.00	62,547.00	65,669.00
185	49,258.00	51,473.00	53,789.00	56,209.00	58,737.00	61,379.00	64,445.00
180	48,338.00	50,513.00	52,784.00	55,162.00	57,644.00	60,236.00	63,243.00
175	47,434.00	49,570.00	51,801.00	54,132.00	56,568.00	59,112.00	62,065.00
170	46,550.00	48,648.00	50,837.00	53,122.00	55,512.00	58,012.00	60,905.00
165	45,685.00	47,738.00	49,887.00	52,132.00	54,478.00	56,929.00	59,767.00
160	44,830.00	46,848.00	48,958.00	51,160.00	53,460.00	55,866.00	58,656.00
155	43,994.00	45,972.00	48,043.00	50,203.00	52,464.00	54,825.00	57,561.00
150	43,176.00	45,117.00	47,148.00	49,270.00	51,485.00	53,803.00	56,485.00
145	42,371.00	44,276.00	46,271.00	48,352.00	50,525.00	52,803.00	55,435.00
140	41,578.00	43,451.00	45,405.00	47,448.00	49,586.00	51,818.00	54,402.00
135	40,805.00	42,640.00	44,560.00	46,563.00	48,661.00	50,851.00	53,386.00
130	40,043.00	41,845.00	43,730.00	45,697.00	47,755.00	49,901.00	52,392.00
125	39,297.00	41,063.00	42,910.00	44,844.00	46,863.00	48,971.00	51,415.00
120	38,564.00	40,298.00	42,114.00	44,010.00	45,990.00	48,059.00	50,458.00
115	37,844.00	39,549.00	41,328.00	43,190.00	45,131.00	47,163.00	49,514.00
110	37,138.00	38,809.00	40,556.00	42,381.00	44,287.00	46,281.00	48,589.00
105	36,447.00	38,087.00	39,800.00	41,590.00	43,460.00	45,415.00	47,683.00
100	35,766.00	37,376.00	39,060.00	40,817.00	42,653.00	44,572.00	46,795.00

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,

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

Effective 07/01/17: no changes from the 2016/2017 salary schedule.

Revised 10/18/17: updated supervisor/instructor - transportation to supervisor - transportation

Effective 07/01/17 2% was added to the 2017-18 salary schedule.

Effective 07/01/18 0.25% was added to the 2017-18 salary schedule and 0.42% was added to step 8.

Board Approved: November 7, 2017

g:/hr/class/edjoin desks/salary schedules/2017-2018/confidential and supervisory #22

ELK GROVE UNIFIED SCHOOL DISTRICT
ADMINISTRATIVE SUPPORT SALARY SCHEDULE #26 and #27
2017/18

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
Certified Occupational Therapy Assistant (177 work days)	175
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 Network Administrator	310
Senior Programmer Analyst	310
Senior Technology Planning Specialist	310
Senior Technology Systems Administrator	310

ELK GROVE UNIFIED SCHOOL DISTRICT
ADMINISTRATIVE SUPPORT SALARY SCHEDULE #26 and #27
2017/2018

CLASS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6 & 7	STEP 8+
310	78,656.00	82,194.00	85,892.00	89,759.00	93,798.00	98,018.00	102,477.00
305	77,189.00	80,662.00	84,292.00	88,084.00	92,048.00	96,190.00	100,568.00
300	75,748.00	79,159.00	82,720.00	86,441.00	90,331.00	94,396.00	98,690.00
295	74,341.00	77,683.00	81,177.00	84,829.00	88,646.00	92,636.00	96,851.00
290	72,949.00	76,235.00	79,664.00	83,251.00	86,996.00	90,909.00	95,045.00
285	71,591.00	74,813.00	78,178.00	81,696.00	85,374.00	89,216.00	93,276.00
280	70,257.00	73,419.00	76,721.00	80,171.00	83,780.00	87,549.00	91,532.00
275	68,946.00	72,048.00	75,290.00	78,678.00	82,217.00	85,920.00	89,828.00
270	67,661.00	70,704.00	73,887.00	77,212.00	80,687.00	84,318.00	88,156.00
265	66,397.00	69,388.00	72,508.00	75,771.00	79,179.00	82,743.00	86,507.00
260	65,157.00	68,092.00	71,158.00	74,357.00	77,705.00	81,199.00	84,896.00
255	63,945.00	66,822.00	69,832.00	72,972.00	76,255.00	79,690.00	83,315.00
250	62,752.00	65,576.00	68,526.00	71,610.00	74,829.00	78,199.00	81,758.00
245	61,586.00	64,353.00	67,246.00	70,274.00	73,434.00	76,740.00	80,230.00
240	60,433.00	63,152.00	65,993.00	68,962.00	72,066.00	75,309.00	78,738.00
235	59,307.00	61,974.00	64,766.00	67,681.00	70,726.00	73,908.00	77,269.00
230	58,202.00	60,820.00	63,557.00	66,417.00	69,407.00	72,528.00	75,830.00
225	57,115.00	59,686.00	62,371.00	65,180.00	68,114.00	71,179.00	74,417.00
220	56,051.00	58,574.00	61,209.00	63,964.00	66,842.00	69,848.00	73,029.00
215	55,007.00	57,478.00	60,067.00	62,767.00	65,595.00	68,547.00	71,667.00
210	53,981.00	56,410.00	58,949.00	61,600.00	64,373.00	67,271.00	70,331.00
205	52,976.00	55,356.00	57,847.00	60,452.00	63,171.00	66,016.00	69,020.00
200	51,985.00	54,325.00	56,769.00	59,326.00	61,995.00	64,784.00	67,734.00
195	51,017.00	53,313.00	55,710.00	58,215.00	60,836.00	63,574.00	66,465.00
190	50,066.00	52,319.00	54,673.00	57,131.00	59,704.00	62,391.00	65,231.00
185	49,135.00	51,345.00	53,655.00	56,069.00	58,591.00	61,226.00	64,015.00
180	48,217.00	50,387.00	52,652.00	55,024.00	57,500.00	60,086.00	62,821.00
175	47,316.00	49,446.00	51,672.00	53,997.00	56,427.00	58,965.00	61,651.00
170	46,434.00	48,527.00	50,710.00	52,990.00	55,374.00	57,867.00	60,499.00
165	45,571.00	47,619.00	49,763.00	52,002.00	54,342.00	56,787.00	59,369.00
160	44,718.00	46,731.00	48,836.00	51,032.00	53,327.00	55,727.00	58,265.00
155	43,884.00	45,857.00	47,923.00	50,078.00	52,333.00	54,688.00	57,177.00
150	12 month	43,068.00	45,004.00	47,030.00	49,147.00	51,357.00	53,669.00
145		42,265.00	44,166.00	46,156.00	48,231.00	50,399.00	52,671.00
140		41,474.00	43,343.00	45,292.00	47,330.00	49,462.00	51,689.00
135		40,703.00	42,534.00	44,449.00	46,447.00	48,540.00	50,724.00
130		39,943.00	41,741.00	43,621.00	45,583.00	47,636.00	49,777.00
125		39,199.00	40,961.00	42,803.00	44,732.00	46,746.00	48,849.00
120		38,468.00	40,198.00	42,009.00	43,900.00	45,875.00	47,939.00
115		37,750.00	39,450.00	41,225.00	43,082.00	45,018.00	47,045.00
111	10.5 month	37,685.00	39,380.00	41,151.00	43,002.00	44,940.00	46,961.00
110		37,045.00	38,712.00	40,455.00	42,275.00	44,177.00	46,166.00
105		36,356.00	37,992.00	39,701.00	41,486.00	43,352.00	45,302.00
100		35,677.00	37,283.00	38,963.00	40,715.00	42,547.00	44,461.00

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.

Effective 07/01/17: no changes from the 2016/2017 salary schedule.

Revised 02/14/18: Title change from Assessment and Evaluation Analyst to Research Analyst and added Research Strategist classification

Effective 07/01/17 2% was added to the 2017/18 salary schedule.

Board Approved: 02/20/18

veg:/hr/class/edjoin desks/salary schedules/2017-2018/administrative support - #26 and #27

ELK GROVE UNIFIED SCHOOL DISTRICT
ADMINISTRATIVE SUPPORT SALARY SCHEDULE #26 and #27
2018/19

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
Certified Occupational Therapy Assistant (177 work days)	175
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 Network Administrator	310
Senior Programmer Analyst	310
Senior Technology Planning Specialist	310
Senior Technology Systems Administrator	310

ELK GROVE UNIFIED SCHOOL DISTRICT
ADMINISTRATIVE SUPPORT SALARY SCHEDULE #26 and #27
2018/2019

CLASS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6 & 7	STEP 8+
310	78,853.00	82,399.00	86,107.00	89,983.00	94,032.00	98,263.00	103,164.00
305	77,382.00	80,864.00	84,503.00	88,304.00	92,278.00	96,430.00	101,242.00
300	75,937.00	79,357.00	82,927.00	86,657.00	90,557.00	94,632.00	99,353.00
295	74,527.00	77,877.00	81,380.00	85,041.00	88,868.00	92,868.00	97,501.00
290	73,131.00	76,426.00	79,863.00	83,459.00	87,213.00	91,136.00	95,683.00
285	71,770.00	75,000.00	78,373.00	81,900.00	85,587.00	89,439.00	93,902.00
280	70,433.00	73,603.00	76,913.00	80,371.00	83,989.00	87,768.00	92,146.00
275	69,118.00	72,228.00	75,478.00	78,875.00	82,423.00	86,135.00	90,431.00
270	67,830.00	70,881.00	74,072.00	77,405.00	80,889.00	84,529.00	88,747.00
265	66,563.00	69,561.00	72,689.00	75,960.00	79,377.00	82,950.00	87,087.00
260	65,320.00	68,262.00	71,336.00	74,543.00	77,899.00	81,402.00	85,465.00
255	64,105.00	66,989.00	70,007.00	73,154.00	76,446.00	79,889.00	83,874.00
250	62,909.00	65,740.00	68,697.00	71,789.00	75,016.00	78,394.00	82,306.00
245	61,740.00	64,514.00	67,414.00	70,450.00	73,618.00	76,932.00	80,769.00
240	60,584.00	63,310.00	66,158.00	69,134.00	72,246.00	75,497.00	79,267.00
235	59,455.00	62,129.00	64,928.00	67,850.00	70,903.00	74,093.00	77,787.00
230	58,348.00	60,972.00	63,716.00	66,583.00	69,581.00	72,709.00	76,339.00
225	57,258.00	59,835.00	62,527.00	65,343.00	68,284.00	71,357.00	74,916.00
220	56,191.00	58,720.00	61,362.00	64,124.00	67,009.00	70,023.00	73,519.00
215	55,145.00	57,622.00	60,217.00	62,924.00	65,759.00	68,718.00	72,148.00
210	54,116.00	56,551.00	59,096.00	61,754.00	64,534.00	67,439.00	70,803.00
205	53,108.00	55,494.00	57,992.00	60,603.00	63,329.00	66,181.00	69,484.00
200	52,115.00	54,461.00	56,911.00	59,474.00	62,150.00	64,946.00	68,188.00
195	51,145.00	53,446.00	55,849.00	58,361.00	60,988.00	63,733.00	66,911.00
190	50,191.00	52,450.00	54,810.00	57,274.00	59,853.00	62,547.00	65,669.00
185	49,258.00	51,473.00	53,789.00	56,209.00	58,737.00	61,379.00	64,445.00
180	48,338.00	50,513.00	52,784.00	55,162.00	57,644.00	60,236.00	63,243.00
175	47,434.00	49,570.00	51,801.00	54,132.00	56,568.00	59,112.00	62,065.00
170	46,550.00	48,648.00	50,837.00	53,122.00	55,512.00	58,012.00	60,905.00
165	45,685.00	47,738.00	49,887.00	52,132.00	54,478.00	56,929.00	59,767.00
160	44,830.00	46,848.00	48,958.00	51,160.00	53,460.00	55,866.00	58,656.00
155	43,994.00	45,972.00	48,043.00	50,203.00	52,464.00	54,825.00	57,561.00
150	12 month 43,176.00	45,117.00	47,148.00	49,270.00	51,485.00	53,803.00	56,485.00
145	42,371.00	44,276.00	46,271.00	48,352.00	50,525.00	52,803.00	55,435.00
140	41,578.00	43,451.00	45,405.00	47,448.00	49,586.00	51,818.00	54,402.00
135	40,805.00	42,640.00	44,560.00	46,563.00	48,661.00	50,851.00	53,386.00
130	40,043.00	41,845.00	43,730.00	45,697.00	47,755.00	49,901.00	52,392.00
125	39,297.00	41,063.00	42,910.00	44,844.00	46,863.00	48,971.00	51,415.00
120	38,564.00	40,298.00	42,114.00	44,010.00	45,990.00	48,059.00	50,458.00
115	37,844.00	39,549.00	41,328.00	43,190.00	45,131.00	47,163.00	49,514.00
111	10.5 month 37,779.00	39,478.00	41,254.00	43,110.00	45,052.00	47,078.00	49,425.00
110	37,138.00	38,809.00	40,556.00	42,381.00	44,287.00	46,281.00	48,589.00
105	36,447.00	38,087.00	39,800.00	41,590.00	43,460.00	45,415.00	47,683.00
100	35,766.00	37,376.00	39,060.00	40,817.00	42,653.00	44,572.00	46,795.00

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.

Effective 07/01/17: no changes from the 2016/2017 salary schedule.

Revised 02/14/18: Title change from Assessment and Evaluation Analyst to Research Analyst and added Research Strategist classification

Effective 07/01/17 2% was added to the 2017/18 salary schedule.

Effective 07/01/18 0.25% was added to the 2017/18 salary schedule and 0.42% was added to step 8

Board Approved: 02/20/18

ve:g:/hr/class/edjoin desks/salary schedules/2017-2018/administrative support - #26 and #27