

Meet and Confer Summary
Elk Grove Unified School District
and
EGTEAMS Meet and Confer Employee Groups
June 21, 2018

Elk Grove Unified School District (District) and EGTEAMS (Site and District Administration, Classified Managers, Classified Administrative Support Staff, and other unrepresented District Employees) have considered their mutual interests and have met to complete the meet and confer process for the 2017-2018 and 2018-2019 school years. As a result of the meet and confer process, the following summarizes EGTEAMS compensation changes for the 2017-2018 and 2018-2019 school years:

All of the terms included in this meet and confer summary are contingent upon final approval by the Sacramento County Office of Education and the District Board of Education.

1. 2017-2018 -Salary Schedule

Effective July 1, 2017, consistent with the attached salary schedules, the following 2017-2018 Salary Schedules shall be increased by 2.0%:

- a. Management Salary Schedule, titled #18 and #28;
- b. Confidential and Supervisory Salary Schedule, titled #22; and
- c. Administrative Support Salary Schedule, titled #26 and #27.

2. 2018-2019 -Salary Schedule

- a. Effective July 1, 2018, consistent with the attached salary schedules, the following 2017-2018 Salary Schedules shall be increased by .25%:
 - i. Management Salary Schedule, titled #18 and #28;
 - ii. Confidential and Supervisory Salary Schedule, titled #22; and
 - iii. Administrative Support Salary Schedule, titled #26 and #27.
- b. Effective July 1, 2018, consistent with the attached salary schedules, step 10 of the 2018-19 Classified and Certificated Management Salary Schedules #18 and #28 shall be increased by 0.49%.
- c. Effective July 1, 2018, consistent with the attached salary schedules, step 8 of the 2018-19 Confidential & Supervisory Salary Schedule #22 and Administrative Support Salary Schedule #26 and #27 shall be increased by 0.42%.

3. 2018-2019 School Year Contingency Compensation Provisions

The parties agree that if the 2018-2019 contingency conditions applicable to represented classified and certificated employees are satisfied, then EGTEAMS shall receive a contingency compensation increase consistent with and based upon the same terms and contingency conditions as is applicable to represented certificated and classified employees.

One-Time Payment. Effective July 1, 2018 for the 2018-2019 school year, EGTEAMS shall receive three and five hundredths percent (3.05%) of 2018-2019 year base salary as a one-time, off-schedule payment that will be issued by the District to EGTEAMS. To be eligible for this one-time, off schedule salary compensation allocation, EGTEAMS members must be in paid status between August 1, 2018 and September 30, 2018.

4. Arbinger Training

EGTEAMS and EGUSD are committed to Arbinger in Education training for all employees. It is understood that all EGTEAMS 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, EGTEAMS members will have the option of receiving pay at their current hourly rate (not the per diem rate), once all eight (8) hours of training are completed. Hourly pay 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. Comparability Study

For the 2018-2018 school year and effective July 1, 2018, the following positions will move on the EGTEAMS salary schedules as follows in order to implement the comparability study for EGTEAMS:

- a. Classified and Certificated Management Salary Schedule #18 and #28:
 - i. Director Certificated Personnel (step 235 to 245)
 - ii. Director CTE (step 210 to 235)
 - iii. Director Elementary Education (step 235 to 245)
 - iv. Director Food & Nutrition Services (step 195 to 215)
 - v. Director Maintenance & Operations (step 180 to 215)
 - vi. Director Purchasing & Warehouse (step 175 to 195)
 - vii. Director Research and Evaluation Department (RED) (step 215 to 235)
 - viii. Director SS & HS (step 210 to 245)
 - ix. Director Secondary Education (step 235 to 245)
 - x. Director Special Education-SELPA (step 210 to 245)
 - xi. Director Transportation & Commercial Compliance (step 180 to 215)
 - xii. Principal, Special Education (step 185 to 200)
 - xiii. Program Specialist (step 165 to 170) C/PL

- xiv. Program Specialist (step 165 to 170) CTE
- xv. Program Specialist (step 165 to 170) LSS
- xvi. Program Specialist (step 165 to 170) SS & HS
- xvii. Program Specialist (step 165 to 180) Expanded Learning
- xviii. Program Specialist (step 165 to 180) Foster Youth
- xix. Program Specialist (step 165 to 180) EL
- xx. Program Specialist (step 165 to 180) Equity
- xxi. Program Specialist (step 165 to 180) PreK
- xxii. Program Specialist (step 160 to 180) FACE
- xxiii. Program Specialist (step 165 to 190) Special Education

b. Confidential & Supervisory Salary Schedule #22

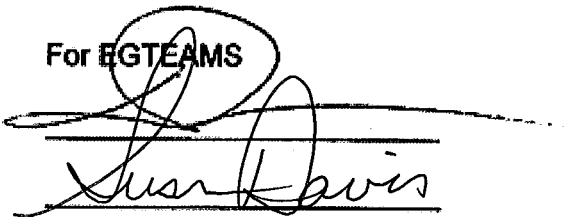
- i. Supervisor/Instructor, Transportation (step 195 to 235)
- ii. Personnel Analysts (step 260 to 275)
- iii. Operations Manager—Food and Nutrition Services (step 245 to 260)
- iv. Nutrition Specialist (step 240 to 265)
- v. Legal Compliance Specialist (step 150 to 200)
- vi. Director, Communications (step 160 to 200)

c. EGBEST

EGBEST will reserve \$109,958 of their comparability study to further enhance staffing or to apply to other considerations related to comparability at a future time.

6. This Meet and Confer Summary reflects all of the parties' understandings and completes the meet and confer process regarding the implementation of the comparability study, compensation increases, and contingency provisions for the 2017-2018 and 2018-2019 school years.

For EGTEAMS



Dated: 6/22/18

For EGUSD



Dated: 6.21.18