

Tentative Agreement
Between
Elk Grove Unified School District
And
Elk Grove Education Association

March 22, 2018

Elk Grove Unified School District (District) and the Elk Grove Education Association (EGEA), 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 (Ongoing)

Effective retroactive to July 1, 2017, 1.75% shall be added to the EGEA salary schedule consistent with the attached 2017-2018 #10 certificated salary schedule.

2. 2018-2019 School Year (Ongoing)

Effective July 1, 2018, the following changes shall be made to the 2017-2018 salary schedule consistent with the attached 2018-2019 #10 certificated salary schedule:

a. **Beginning Steps**. The parties agree to increase the beginning steps on the EGEA salary schedule consistent with the attached 2018-2019 #10 certificated salary schedule.

b. **Steps 14 and 15**. The parties agree to revise Steps 14 and 15 on the EGEA salary schedule consistent with the attached 2018-2019 #10 certificated salary schedule.

c. **New Step 22 @ 3%**. The parties agree to add a new step 22 valued at 3% greater than step 19 consistent with the attached 2018-2019 #10 certificated salary schedule. [**Comparability Study**]

3. One-time Expenditures 2018-2019

a. **One-Time 2.25%**

Effective July 1, 2018 for the 2018-2019 school year, each 1.0 full time equivalent EGEA unit member shall receive (2.25%) 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. This one-time, off schedule compensation allocation will be prorated for part-time, part-year status bargaining unit members. To be eligible for this one-time, off

schedule salary compensation allocation, the unit member must be in paid status between August 1, 2018 and September 30, 2018.

b. Adjunct Salary Schedule #17 (One-time/2018-19 and 2019-20)

Effective July 1, 2018 and for the 2018-2019 and 2019-2020 school years only, the parties agree to add 1.75% to the Adjunct #17 Salary Schedule consistent with the attached Adjunct Salary Schedule #17, unless negotiated otherwise.

c. Secondary Staffing Committee and Non-Instructional FTE (One time/2018-19 and 2019-20)

EGEA and EGUSD agree to continue the Secondary Staffing and Class Size committee to find ways to address the causes and effects of higher class sizes.

EGUSD will provide the committee with relevant district-wide data on secondary class sizes at least once per quarter in the 2018-2019 school year.

For the 2018-2019 and 2019-2020 school years only:

- (1) 4.5 FTE of non-instructional FTE shall be added to District Middle Schools district wide and this equates to .5 FTE per Middle School, and
- (2) 4.5 FTE of non-instructional FTE shall be added to District High Schools district wide and this equates to .5 FTE per comprehensive High School.
- (3) The parties agree that the additional non-instructional FTE described in this section for 2018-2019 shall reduce the amount of general education funded FTE (formula-based) used for non-instructional purposes in 2017-2018 by at least .5 FTE per Middle and comprehensive High School sites.

4. Adult Education #9 (Ongoing)

Effective July 1, 2018, consistent with the attached 2018-2019 Adult Education #9 Salary Schedule, the parties agree to add 5% to the 2017-2018 Adult Education #9 Salary Schedule for the 2018-2019 school year. In addition, a new Step 8 shall be added to the Adult Education #9 Salary Schedule valued at 5% greater than Step 5 of the new 2018-2019 #9 salary schedule. Please see attached Adult Education 2018-2019 salary schedule for implementation of this agreement.

The parties agree that the Adult Education committee's recommendations related to salary placement and step mobility (720 hour threshold) will be implemented; the parties agree to continue to work on contract language clean up of Adult Education, Article 23, of the parties' collective bargaining agreement. **[Comparability Study]**

5. Nurse Salary Schedule (Ongoing)

Effective July 1, 2018, the parties agree to the attached salary schedule for Nurses.

Initial salary schedule placement and other salary schedule terms shall be applied consistent with the same collective bargaining agreement provisions applicable to EGEA unit members on #10 certificated salary schedule. Nurses shall work a 187 day work year and an 8 hour work day.

6. Speech and Language Pathologist Salary Schedule (Ongoing)

Effective July 1, 2018, the parties agree to the attached salary schedule for Speech and Language Pathologists.

Initial salary schedule placement and other salary schedule terms shall be applied consistent with the same collective bargaining agreement provisions applicable to EGEA unit members on #10 certificated salary schedule.

Speech and Language Pathologists shall work a 187 day work year and an 8 hour work day. **[Comparability Study]**

7. Counselors

At the beginning of the 2018-2019 school year, the parties agree that the District will add 4.0 FTE of counselors.

The parties agree that this provision is not subject to the parties' grievance procedures.

8. Arbinger Training

EGEA 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 the 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 2020-2021).

9. 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 EGEA's fair share.

The EGEA fair share value of the amount over \$32,892,376 shall be added to EGEA salary schedules (#9, 10, Nurses/SLPs) 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 EGEA salary schedules (#9, 10, Nurses/SLPs).

The above contingent increases shall not apply to adjunct #17 salary schedule. 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 EGEA'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 EGEA'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.

10. Subject Matter Teacher Agreement-2018-2019 and 2019-2020

Effective July 1, 2018, the parties agree to the attached Subject Matter Teacher Agreement.

11. Overload Agreement-2018-2019 and 2019-2020

Effective July 1, 2018, the parties agree to the attached Overload Agreement.

12. Athletic Directors

Consistent with new CIF rules and beginning July 1, 2018, ten (10) work days shall be added to the Athletic Directors' work year.

13. Activities Directors

Effective July 1, 2018, the parties agree that Activities Directors may volunteer to work additional hours up to a total of 75 hours at the current hourly rate.

14. A/B Block Schedule Agreement

Effective July 1, 2018, the parties agree to the attached A/B Block Schedule Agreement.

15. Combination Class-Elementary Teachers

Effective July 1, 2018, the parties agree that to provide support to combination teachers, combination teachers shall not be required to provide morning or afternoon supervision duty and shall not be required to perform adjunct duties.

In addition, combination teachers may also receive, when time is available, additional computer resource time.

16. Bereavement Leave-Section 18.7

The parties agree to the following revision of Section 18.7:

Unit members shall be granted three (3) days paid leave of absence on account of death of any member of his/her immediate family and five (5) days if out-of-state travel is required. 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. Bereavement Leave days shall not be deducted from the sick leave balance.

17. Priority Enrollment

The District and EGEA agree to continue to work together on options to provide some priority status for unit members in the student intradistrict and interdistrict transfer process.

18. Mental Health

The parties agree that access to mental health and behavioral services for our students is a concern. The frequency and intensity of student need is growing. During the 2018-2019 school year, the parties agree to participate in the development of short term and long term planning to address the mental health and behavioral needs of students.

19. Sick Leave/Personal Necessity Language

Effective July 1, 2018, the parties agree to the following:

a. The definition of immediate family for purposes of 18.301 sick leave and bereavement leave 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 bereavement leave.

b. 18.301 Full-time unit members shall be entitled to leave of absence for illness, accident, quarantine, injury, diagnosis, care, or treatment of an existing health condition of, or preventive care for, an employee or an employee's spouse, child, parent or domestic partner who is ill, or if they are victims of domestic violence, sexual assault, or stalking at full pay at the rate of one (1) day per working month. In no case shall the amount be less than ten (10) days for full-time ten (10) month employees, available on the first day of the fiscal or school year, whichever is applicable. Any unused portion of the earned annual sick leave shall be accumulated without limit and transferable from district to district.

c. 18.5 Personal Necessity Leave

18.501 Up to ten (10) days of leave of absence for illness or injury may be used for personal necessity. Effective beginning retroactively to January 1, 2018, up to three (3) of those ten days of personal necessity may be used for matters of personal importance.

d. 18.502 Advance permission shall not be required for any of the following purposes, except for Sections 4, 5 and 8, when more than five consecutive personal necessity days are needed. In these cases, prior approval from Human Resources is required.

(1) Death or serious illness of a member of his or her immediate family, close friends or relatives other than immediate family;

(2) Accident, involving his or her person or property, or the person or property of a member of his or her immediate family, close friends, or relatives other than members of the immediate family;

~~(3) The birth or adoption of his/her child. (4) Death involving close friends or relatives other than immediate family. (5) Accident involving relatives other than members of the immediate family. (6) Illness involving relatives other than members of the immediate family.~~

~~(7) Attendance at religious observances, weddings, or observances honoring a unit member or members of employees of the unit member's immediate family, and close friends or relatives other than immediate family.~~

(85) Attending to legal or business matters of compelling personal importance, which cannot be attended outside the workday.

(9-6) Unexpected personal or family situations, which require immediate attention.

(40 7) Appearance in court as a litigant.

(8) PreK-12 School sponsored, supervised and/or approved activities leave for child-related activities (for parent, grandparent, guardian, stepparent, foster parent or person who stands in loco parentis to a child of the age to attend Pre-K through grade 12.)

(9) Matters of personal importance (A maximum of three days per year).

e. 18.503 The personal necessity days may not be taken to vacation, to extend holidays, nor to engage in concerted activities. The days are deducted from the employee's sick leave bank days and are not in addition to the current contribution of ten (10) days annually.

f. 18.504 The district may require appropriate written verification and/or documentation that this leave was taken for the purposes described in this article.

g. An employee must be notified of any docking of pay related to sick leave or personal necessity and must be given the opportunity to appeal that decision to Human Resources before the docking takes place.

20. Catastrophic Leave

The parties agree to revise the catastrophic leave provisions included in the collective bargaining agreement to include language that there is a 30 day catastrophic leave limit for unit members to care for an immediate family member other than for themselves, their spouse, or their child. A unit member may apply for an additional 30 days of catastrophic leave in extenuating circumstances.

21. Transfer, Article 11

Prior to May 25, 2018, the parties agree to revise Article 11, Transfer and Reassignment, and to incorporate a version of the current transfer round pilot into the collective bargaining agreement.

22. Special Education (One Time)

For the 2018-2019 school year only, the parties agree that special education teachers responsible for developing Individualized Education Programs (IEP) plans, may volunteer to work, for purposes of developing IEP plans, additional hours up to an

annual total of 40 hours at the current hourly rate. The hours described in this section shall not supplant the current models of additional support provided by Special Education and the District. The process for tracking and submitting timesheets for reimbursement under this section shall be developed by the District in consultation with EGEA.

The parties acknowledge and agree that the Special Education Committees shall continue to work to address concerns regarding consultation time, class sizes, workload/caseload, safety, as well as, other issues.

23. Duration

The parties agree to revise Article 28 as follows:

The parties agree to extend the collective bargaining agreement between the parties from July 1, 2017 to June 30, 2019. Except as provided in this Tentative Agreement, all other terms and conditions of the parties' collective bargaining agreement shall remain in full force and effect.

For EGEA

[Signature]
Maggie [Signature]
Rick Stanif
[Signature]
Joe [Signature]
[Signature]
Mona Jackson

For EGUSD

[Signature]
Karen M. Rezendes
B. Brewer
Jane Anderson
Mark Bensen
[Signature]
[Signature]

Dated: 3/22/18

Dorothy M. Cheas

Dated: 3/22/18

ELK GROVE UNIFIED SCHOOL DISTRICT
 Finance & School Support

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2017-18 EGEA CURRENT SALARY SCHEDULE w/1.75%

STEP	CLASS A BA	CLASS B BA + 15	CLASS C BA + 30	CLASS D BA + 45 or BA + MA	CLASS E BA + 60 or BA + 45 Incl. MA	CLASS F BA + 75 or BA + 60 Incl. MA*	CLASS G BA + 90 or BA + 75 Incl. MA**	CLASS H Class G + Additional Units***
1	\$ 45,416	\$ 45,416	\$ 45,416	\$ 46,830	\$ 50,117	\$ 53,546	\$ 56,227	\$ 58,642
2	\$ 45,416	\$ 45,416	\$ 45,416	\$ 47,902	\$ 51,018	\$ 54,518	\$ 57,238	\$ 59,698
3	\$ 45,416	\$ 45,416	\$ 46,053	\$ 48,878	\$ 51,988	\$ 55,480	\$ 58,255	\$ 60,757
4	\$ 45,416	\$ 45,663	\$ 48,105	\$ 49,696	\$ 53,929	\$ 57,431	\$ 60,299	\$ 62,891
5	\$ 45,663	\$ 47,717	\$ 50,049	\$ 52,776	\$ 55,876	\$ 59,374	\$ 62,347	\$ 65,021
6	\$ 47,717	\$ 49,659	\$ 51,989	\$ 54,702	\$ 57,824	\$ 61,318	\$ 64,377	\$ 67,141
7	\$ 49,659	\$ 51,601	\$ 53,933	\$ 56,663	\$ 59,764	\$ 63,260	\$ 66,423	\$ 69,274
8	\$ 49,659	\$ 54,132	\$ 56,461	\$ 59,182	\$ 62,293	\$ 65,787	\$ 69,081	\$ 72,047
9	\$ 49,659	\$ 54,132	\$ 58,985	\$ 61,899	\$ 64,815	\$ 68,317	\$ 71,732	\$ 74,811
10	\$ 49,659	\$ 54,132	\$ 61,521	\$ 64,233	\$ 67,345	\$ 70,834	\$ 74,375	\$ 77,567
11	\$ 49,659	\$ 54,132	\$ 61,521	\$ 66,767	\$ 69,874	\$ 73,499	\$ 77,170	\$ 80,487
12	\$ 49,659	\$ 54,132	\$ 61,521	\$ 69,476	\$ 72,662	\$ 76,084	\$ 79,890	\$ 83,322
13	\$ 49,659	\$ 54,132	\$ 61,521	\$ 69,476	\$ 75,304	\$ 78,811	\$ 82,751	\$ 86,305
14	\$ 49,722	\$ 54,148	\$ 61,794	\$ 69,709	\$ 75,508	\$ 78,999	\$ 82,946	\$ 86,510
15	\$ 50,322	\$ 54,747	\$ 62,069	\$ 69,942	\$ 75,712	\$ 79,183	\$ 83,142	\$ 86,713
16	\$ 51,475	\$ 55,902	\$ 63,219	\$ 71,094	\$ 76,865	\$ 80,339	\$ 84,358	\$ 87,980
17	\$ 52,632	\$ 57,058	\$ 64,375	\$ 72,250	\$ 78,020	\$ 81,494	\$ 85,568	\$ 89,240
18	\$ 53,783	\$ 58,211	\$ 65,528	\$ 73,404	\$ 79,174	\$ 82,648	\$ 86,789	\$ 90,504
19	\$ 56,599	\$ 61,158	\$ 68,697	\$ 76,811	\$ 82,754	\$ 86,335	\$ 90,985	\$ 94,890

ELK GROVE UNIFIED SCHOOL DISTRICT
Finance & School Support

2018-19 EGEA PROPOSED SALARY SCHEDULE

#10

STEP	CLASS A BA	CLASS B BA + 15	CLASS C BA + 30	CLASS D BA + 45 or BA + MA	CLASS E BA + 60 or BA + 45 Incl. MA	CLASS F BA + 75 or BA + 60 Incl. MA*	CLASS G BA + 90 or BA + 75 Incl. MA**	CLASS H Class G + Additional Units***
1	\$ 47,000	\$ 47,000	\$ 48,000	\$ 50,000	\$ 51,000	\$ 53,546	\$ 56,227	\$ 58,642
2	\$ 47,000	\$ 47,000	\$ 48,000	\$ 51,000	\$ 52,500	\$ 54,518	\$ 57,238	\$ 59,698
3	\$ 47,000	\$ 47,000	\$ 48,500	\$ 52,000	\$ 53,500	\$ 55,480	\$ 58,255	\$ 60,757
4	\$ 47,000	\$ 47,000	\$ 49,000	\$ 53,000	\$ 54,500	\$ 57,431	\$ 60,299	\$ 62,891
5	\$ 47,000	\$ 48,000	\$ 50,049	\$ 54,000	\$ 55,876	\$ 59,374	\$ 62,347	\$ 65,021
6	\$ 48,000	\$ 49,659	\$ 51,989	\$ 55,000	\$ 57,824	\$ 61,318	\$ 64,377	\$ 67,141
7	\$ 49,659	\$ 51,601	\$ 53,933	\$ 56,663	\$ 59,764	\$ 63,260	\$ 66,423	\$ 69,274
8	\$ 49,659	\$ 54,132	\$ 56,461	\$ 59,182	\$ 62,293	\$ 65,787	\$ 69,081	\$ 72,047
9	\$ 49,659	\$ 54,132	\$ 58,985	\$ 61,899	\$ 64,815	\$ 68,317	\$ 71,732	\$ 74,811
10	\$ 49,659	\$ 54,132	\$ 61,521	\$ 64,233	\$ 67,345	\$ 70,834	\$ 74,375	\$ 77,567
11	\$ 49,659	\$ 54,132	\$ 61,521	\$ 66,767	\$ 69,874	\$ 73,499	\$ 77,170	\$ 80,487
12	\$ 49,659	\$ 54,132	\$ 61,521	\$ 69,476	\$ 72,662	\$ 76,084	\$ 79,890	\$ 83,322
13	\$ 49,659	\$ 54,132	\$ 61,521	\$ 69,476	\$ 75,304	\$ 78,811	\$ 82,751	\$ 86,305
14	\$ 49,722	\$ 54,148	\$ 61,794	\$ 69,869	\$ 75,729	\$ 79,257	\$ 83,219	\$ 86,793
15	\$ 50,322	\$ 54,747	\$ 62,069	\$ 70,278	\$ 76,173	\$ 79,721	\$ 83,707	\$ 87,302
16	\$ 51,475	\$ 55,902	\$ 63,219	\$ 71,094	\$ 76,865	\$ 80,339	\$ 84,358	\$ 87,980
17	\$ 52,632	\$ 57,058	\$ 64,375	\$ 72,250	\$ 78,020	\$ 81,494	\$ 85,568	\$ 89,240
18	\$ 53,783	\$ 58,211	\$ 65,528	\$ 73,404	\$ 79,174	\$ 82,648	\$ 86,779	\$ 90,504
19	\$ 56,599	\$ 61,158	\$ 68,697	\$ 76,811	\$ 82,754	\$ 86,335	\$ 90,985	\$ 94,890
20	\$ 56,599	\$ 61,158	\$ 68,697	\$ 76,811	\$ 82,754	\$ 86,335	\$ 90,985	\$ 94,890
21	\$ 56,599	\$ 61,158	\$ 68,697	\$ 76,811	\$ 82,754	\$ 86,335	\$ 90,985	\$ 94,890
22	\$ 58,297	\$ 62,993	\$ 70,758	\$ 79,115	\$ 85,237	\$ 88,925	\$ 93,715	\$ 97,737

ELK GROVE UNIFIED SCHOOL DISTRICT
Finance & School Support

2018-19 ADJUNCT DUTY & HOURLY SALARY SCHEDULE #17

STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
1	\$ 905	\$ 1,449	\$ 1,988	\$ 2,533	\$ 3,072	\$ 3,617
2	\$ 928	\$ 1,486	\$ 2,033	\$ 2,594	\$ 3,152	\$ 3,706
3	\$ 954	\$ 1,516	\$ 2,084	\$ 2,659	\$ 3,226	\$ 3,795
4	\$ 991	\$ 1,589	\$ 2,189	\$ 2,785	\$ 3,387	\$ 3,978
5	\$ 1,047	\$ 1,662	\$ 2,290	\$ 2,912	\$ 3,400	\$ 4,154

2018-2019
Nurse/SLP Proposed Salary Schedule

Step	BA	BA +30	BA +60	BA+90
1	\$55,000.00	\$58,000.00	\$65,000.00	\$70,000.00
2	\$57,000.00	\$61,000.00	\$67,000.00	\$72,000.00
3	\$59,000.00	\$64,000.00	\$70,000.00	\$75,000.00
4	\$61,000.00	\$67,000.00	\$73,000.00	\$78,000.00
5	\$63,000.00	\$70,000.00	\$76,000.00	\$81,000.00
6	\$65,000.00	\$73,000.00	\$79,000.00	\$84,000.00
7	\$67,000.00	\$76,000.00	\$82,000.00	\$87,000.00
8	\$69,000.00	\$79,000.00	\$85,000.00	\$90,000.00
9	\$71,000.00	\$82,000.00	\$88,000.00	\$93,000.00
10	\$73,000.00	\$85,000.00	\$90,000.00	\$95,000.00
11	\$73,000.00	\$85,000.00	\$92,000.00	\$97,000.00
12	\$73,000.00	\$85,000.00	\$94,000.00	\$99,000.00
13	\$73,000.00	\$85,000.00	\$96,000.00	\$101,000.00
14	\$73,000.00	\$85,000.00	\$96,000.00	\$103,000.00
15	\$73,000.00	\$85,000.00	\$96,000.00	\$105,000.00