

**Tentative Agreement
Between
Elk Grove Unified School District
And
Elk Grove Education Association
November 16, 2022**

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 2022-2023 and 2023-2024 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. Ongoing 2022-2023 School Year

10% Ongoing

Effective retroactive to July 1, 2022, ten percent (10%) shall be added to EGEA salary schedules consistent with the attached 2022-2023 #8, #9, and #10 certificated salary schedules. The 2022-2023 retroactive payment included in this section shall not apply to former unit members not employed by the District on the date that both parties ratified this Agreement.

2. One-time 2023-2024 School Year

2.00% One Time

Effective July 1, 2023 for the 2023-2024 school year, each 1.0 full time equivalent (FTE) EGEA unit member shall receive two percent (2%) of their 2023-2024 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 on September 30, 2023.

The Parties agree that Preschool Teachers, who are assigned to two (2) less than full time preschool positions shall receive the 2% one-time increase on the base salary of each of their two part-time preschool positions.

With the exception of the Preschool Teachers described above, the Parties agree that this 2% one-time payment shall not apply to assignments that are greater than 1.0 FTE. For example, 1.2 FTE overload positions shall not receive the 2% one-time payment on the .2 FTE portion of their assignment.

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3. **Healthcare Waiver.** The Parties agree that effective beginning January 1, 2023, the healthcare waiver included in the Parties' collective bargaining agreement shall increase from sixty five dollars (\$65) per month to one hundred dollars (\$100) per month.

4. **Special Education Salary Schedule (Ongoing)**

Effective retroactive to July 1, 2022, the Parties agree to the attached New 2022-2023 salary schedule for positions which require a special education credential. This New 2022-2023 Special Education Teacher salary schedule shall be equivalent to five percent (5%) greater than the EGEA New 2022-2023 #10 certificated salary schedule.

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. This new Special Education Salary Schedule shall not apply to Speech and Language Pathologists, who have a separate salary schedule. The special education 2022-2023 retroactive payment shall not apply to former unit members not employed by the District on the date that both parties ratified this Agreement.

5. **Article 19 Compensation: Stipends/Hourly**

a. **Adjunct Duty.** Effective July 1, 2023, the Parties agree to increase the adjunct duty salary schedule #17 by ten percent (10%).

b. **Voluntary Hourly Rate.** Effective July 1, 2023, the Parties agree to increase the voluntary hourly rate by ten percent (10%).

c. **Secondary Stipends.**

The Parties agree that the Secondary Stipend Committee will continue its work to establish and communicate a procedure for considering changes to existing stipends and their respective placements as well as the consideration of new stipends and their respective placements.

6. **Substitute Protocols for Non-Classroom Unit Members**

a. The Parties agree that non-classroom certificated unit members may be assigned to cover unfilled teaching assignments due to absences.

b. Effective January 1, 2023, the District shall establish an equitable rotation plan for certificated unit members, who are not assigned to a classroom, and who are assigned to substitute. In addition, the Parties agree that the District will provide certificated unit members a choice of substitute assignments, when feasible.

c. Effective retroactive to July 1, 2022, if a non-classroom certificated unit member is assigned to substitute, they will be paid ninety dollars (\$90) each day the non-classroom certificated unit member works as a substitute teacher.

d. The Parties agree that this Substitute Protocol shall not apply to Teachers in Charge (TICs).

7. Nurses and Counselors

Effective retroactive to November 28, 2022, the Parties agree to the following:

a. Nurses or Counselors, who are assigned additional students/sites to their caseloads due to existing positions that are unfilled vacancies/leaves for more than 9 consecutive work days in a school year, shall be compensated beginning on the 10th consecutive work day.

b. The substitute rate of two hundred and ten dollars (\$210) each day will be apportioned to Nurses/Counselors based on the number of Nurses/Counselors assuming the additional caseload/workload/sites described in Section 7(a) of this Agreement.

[Note: For example, if the caseload/workload/sites resulting from the above described vacancy/long term leave are divided between 3 nurses/counselors, then the (\$210) each day compensation will be divided by 3 and each nurse/counselor would receive (\$70) per day of additional workload/sites.]

8. Speech and Language Pathologists (SLPs)

The Parties agree to collaborate to review and discuss Speech and Language Pathologist (SLP) caseloads and to determine what metrics should be used to determine overall workload.

Effective upon ratification of this Agreement by both Parties, the Parties agree to replace Section 8.3217 with the following:

8.3217 Effective for the 2023-2024 school year, if there is a vacant SLP Lead position, then the District will solicit interest from SLP unit members for up to two SLP Lead positions. The District shall make the final decision regarding the SLP Lead assignment(s). The SLP Lead duties shall be determined by the District with input from EGEA and shall be in addition to their regular SLP job duties. The SLP Lead(s) shall not be responsible for or involved with the direction or assignment of other SLP unit members. The SLP Lead(s)' caseload shall be adjusted to accommodate SLP Lead(s)' duties. The SLP Lead(s)' caseload adjustment shall be set by the supervisor in collaboration with the SLP Lead.

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9. **Special Education**

Effective upon ratification of this Agreement by both Parties, the District shall waive adjunct duties for all Special Education certificated unit members who are working in a position that requires a special education credential.

10. **Adult Education**

Effective upon ratification of this Agreement by both Parties, the District agrees to the following:

a. The Parties agree to the attached edits to Article 23 regarding Adult Education.

b. **Adult Education Preparation Time.**

Effective January 1, 2023, the Parties agree that for every six hours of instructional time, Adult Education unit members shall receive 45 minutes of compensation for preparation.

For illustration purposes only, if a part time Adult Education unit member works six hours, then the Adult Education unit members shall receive compensation based on the following formula of 6 hours x 0.75 hours (45 minutes) at the individual's current hourly rate.

c. **Rio Consumnes Correctional Center-Automotive Teacher and Welding Teacher.**

Effective retroactive to July 1, 2022, the Parties agree that the Rio Consumnes Correctional Center-Automotive Teacher and Welding Teacher Salary Schedule included at the bottom of EGEA salary schedule #9 shall be increased by ten percent (10%) consistent with the attached 2022-2023 #9 certificated salary schedule. The 2022-2023 retroactive payment included in this section shall not apply to former unit members not employed by the District on the date that both parties ratified this Agreement.

d. **Leadership Team.** The Parties agree to meet and develop Leadership Team contract language.

11. **Educational Advancements**

Effective upon ratification of this Agreement by both Parties the Parties agree to delete section 19.604 from the collective bargaining agreement as follows:

~~19.604-Prior approval from the site level administrator shall be obtained for all units which apply to advancements.~~

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12. Step Placement.

Effective January 1, 2022, the Parties agree to revisions to Article 19 of the collective bargaining agreement as follows:

19.803 Credit for prior experience will be determined by the Human Resources Department guided by the following criteria:

- a. Prior teaching experience shall have required a teaching credential.
- b. For purposes of teaching and/or vocational experience credit, a "year" is defined as 75% of the contract or calendar or requested year. Fractional parts of one (1) year may not be combined to meet the percentage requirements, unless each fraction of school year experience takes place within the same school year.
- ~~c. Prior teaching and/or vocational experience (including experience in the district) shall have occurred within twenty (20) years prior to the date of employment with the district.~~
- c. Placement on the schedule shall be based upon receipt and approval of verification of records and documents by the Human Resources Department.

13. The Parties agree to meet regarding Article 8 contract language creation or revision relative to the following positions: CRTs, Elementary PE, Instructional Coaches/District Resource Teachers, AITs, Counselors, Library Media Teachers, Nurses and SLPs. The Parties agree to have all language additions and revisions completed for consideration during the 2024-2025 contract negotiations.

14. Article 17-Early Retirement

Effective upon ratification of this Agreement by both Parties, the Parties agree to the following revisions to Article 17 regarding Early Retirement:

17.2 Early Retirement

17.205 Options available:

- a. Teach ~~half days~~ part-time for a full year.
- b. ~~Teach full-time for a half year.~~ Any member who is currently (2022-2023 school year) utilizing the teaching full time for a portion of the year will be grandpersoned into that option until they retire.

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- b. Employees participating in this program are limited to a period of ~~five (5)~~ ten (10) years of such part-time status.

15. **Article 22-Miscellaneous**

The Parties agree to delete section 22.15 regarding full inclusion:

~~22.15—Full Inclusion Teachers~~

~~In an attempt to mitigate the additional time required for teachers who work with fully included students (those students identified as severely handicapped who are assigned to general education classrooms for their primary placement), the District agrees to allocate \$500 per student per year.~~

~~22.1501—Each teacher of a fully included student shall have discretion in spending the \$500 allocation in electing from a menu of options including release time, training, materials (regular education if so indicated by the teacher), and exchange duties.~~

[Note: The District will reallocate the funds previously budgeted for Section 22.15 to the individual school site's special education departments for the purposes of meeting the needs of students with disabilities.]

22.16 Special Education (SPED)

Staffing and working conditions in Special Education (SPED) need modification to assist teachers in meeting the needs of special education students. The District has determined to advance the projected growth in SPED enrollments so that class sizes in the beginning of the year allow for growth without exceeding reasonable limits. The District intends to monitor SPED class sizes on a quarterly basis and to increase services to students which could include additional teachers, instructional assistants paraeducators, revised IEPs for alternative services to students or other necessary support. Additionally, SPED teachers will be allowed access to the transfer process on the same basis as all other teachers. ~~including but not limited to access to growth and vacant positions on the Winter and Spring postings.~~

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22.1601 The District will also monitor learning center numbers and staffing to determine which, if any, need intervention. In effect the above intervention is designed to make the District more sensitive to the needs of SPED teachers and to assure that SPED teachers are treated equitably in comparison with regular general education teachers.

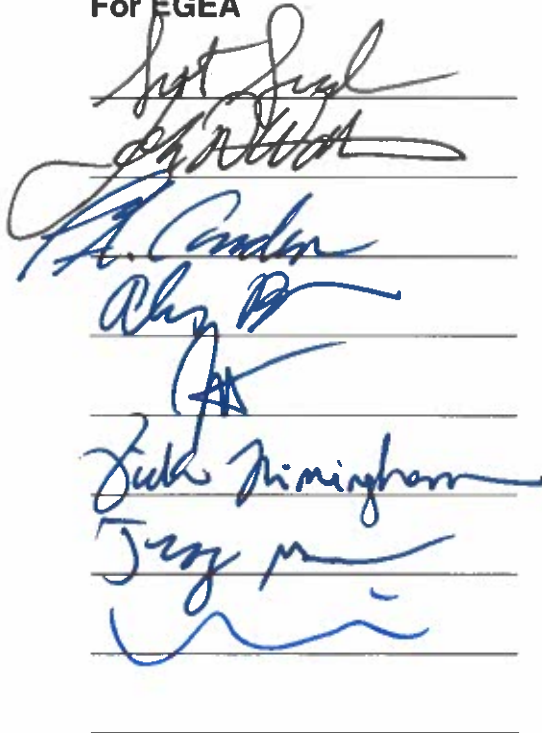
16. **Elementary Combination Class.** Effective for the 2022-2023 school year, the Parties agree that any elementary teacher assigned to teach a grade level combination class will receive a two thousand five-hundred-dollar (\$2,500) stipend which shall be paid at the end of the school year.

17. **Duration**

The parties agree to revise Article 28 as follows:

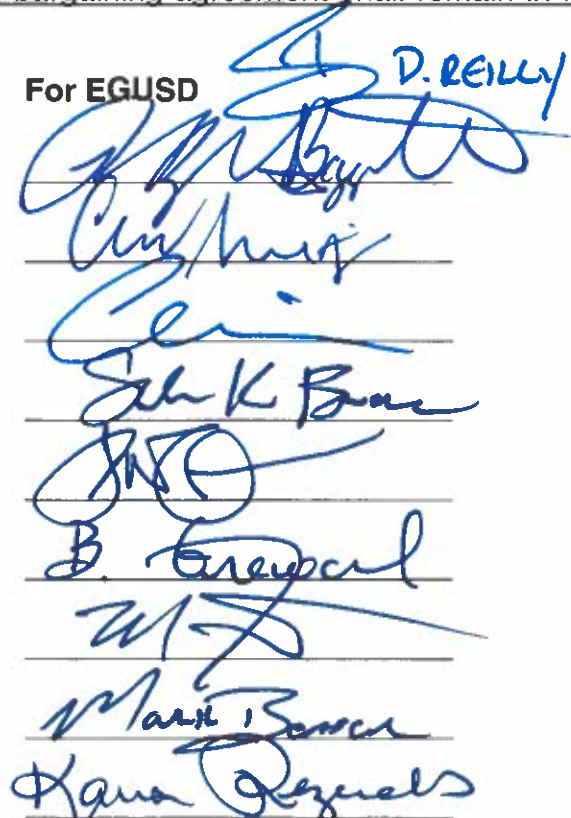
The parties agree to extend the collective bargaining agreement between the parties from July 1, 2022 to June 30, 2024. Except as provided in this Tentative Agreement, all other terms and conditions of the parties' collective bargaining agreement shall remain in full force and effect.

For EGEA


A series of seven horizontal lines with handwritten signatures in blue ink. The signatures are: 1. A large, stylized signature. 2. A signature that appears to be 'A. Condon'. 3. A signature that appears to be 'John Birmingham'. 4. A signature that appears to be 'Judy'. 5. A signature that appears to be 'W'. 6. A signature that appears to be 'Mark'. 7. A signature that appears to be 'Hana'.

Dated: 11/16/22

For EGUSD


A series of seven horizontal lines with handwritten signatures in blue ink. The signatures are: 1. A signature that appears to be 'D. Reilly'. 2. A signature that appears to be 'John K. Bane'. 3. A signature that appears to be 'B. Grewal'. 4. A signature that appears to be 'W'. 5. A signature that appears to be 'Mark'. 6. A signature that appears to be 'Hana'. 7. A signature that appears to be 'Hana'.

Dated: 11-16-22

- SECONDARY CLASS SIZES;
- ELEMENTARY STIPENDS;
- SPECIAL EDUCATION RESOURCE/LEARNING CENTER CASELOAD/SCC CLASS SIZES; AND
- JUNETEENTH (June 19, 2023 Holiday)

**Side Letter of Agreement
Between
Elk Grove Unified School District
And
Elk Grove Education Association
Secondary Class Size
Pilot Agreement
2023-2024 and 2024-2025**

November 16, 2022

The Elk Grove Unified School District ("District") and the Elk Grove Education Association ("EGEA"), collectively referred to as the "Parties," agree to the following Pilot Side Letter of Agreement ("Agreement") for the 2023-2024 and 2024-2025 school years.

RECITALS

- A.** WHEREAS, the Parties wish to enter into a Secondary Class Size Pilot Agreement by entering into this Pilot Agreement for the 2023-2024 and 2024-2025 school years; and
- B.** WHEREAS, the Parties agree that maintaining lower class sizes continues to be a priority of EGEA and the District. To the extent possible, new classes will be created whenever the number of students and the following factors including available space, school calendar, transportation, regional proximity, school size, minimizing the impact on students, families, and staff due to class size issues, and schedule availability allow this to be possible.

AGREEMENT

NOW, THEREFORE, the Parties agree as follows:

1. Recitals: The recitals set forth above are true and correct.

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2. 2023-2024 and 2024-2025 School Years: The Parties agree that for the 2023-2024 and 2024-2025 school years, the Parties agree to the following Class Size and Pilot Agreement.

3. Secondary Class Max and School Contact Max Compensation

Based upon the applicable type of Secondary School Schedule (e.g. Traditional, Block, etc.) and the type of Secondary class (e.g. PE) listed on the following “Secondary School Class Maximum (Max) and Contact Maximum (Max) Charts” (Secondary Charts), the Parties agree that if the number of secondary students enrolled in a teacher’s secondary education class who attend school in-person, exceed both (a.) the “Class Max” listed in the applicable Secondary Chart, and (b.) the “School Contact Max” listed in the applicable Secondary Chart, then the following shall apply:

- a. For purposes of determining the Secondary Class Max and School Contact Max, a student is defined as a student who is enrolled in a class.
- b. Students receiving Home and Hospital services shall only be included in the Class Max and Contact Max calculations provided that the student remains on the roster at the time of the check-in date for purposes determining compensation under this Pilot Agreement.
- c. Compensation: The Parties agree that the District shall compensate secondary teachers after the end of each check-in date two hundred dollars (\$200) per student **over the class size max** as calculated four (4) times each school year on the check-in date, if the secondary teacher’s class size, satisfies **both** of the following two criteria:
 - i. Class Max. The Class Max listed in the applicable Secondary Chart for their Secondary Class and for their applicable the school schedule, exceeds the Class Max; and
 - ii. Contact Max. The Contact Max listed in the applicable Secondary Chart for their Secondary Classes and for their applicable the school schedule, exceeds the Contact Max.
- d. Absences: The Parties agree that if a teacher is on a paid or unpaid long term leave of absence during a check-in date, the teacher shall be ineligible for the compensation described in this Pilot Agreement.

e. Check-In Compensation Calculation Dates: The Parties agree that the four (4) check-in calculation dates shall be the last day of each Secondary progress grading period.

[For illustration purposes, the check-in dates for the 2022-2023 school year shall be the last day of each Secondary progress grading period as follows: September 9, 2022, November 4, 2022, February 3, 2023, and April 14, 2023.]

f. Exemptions: The Parties agree that the following Secondary classes are excluded from calculations and payments included in this Pilot Agreement: Performing Arts Classes, Advisory/Advocacy, Band, Choir, Athletic-Physical Education (teams), and Leadership. The Parties agree that students enrolled as a "Teacher Assistant" shall not count toward the Secondary class size calculations in this Agreement.

g. The Parties agree that the reference to an exempted class does not mean there are no limitations for these classes. Considerations shall be given regarding teacher input, facility, capacity, and safety. If a unit member has concerns regarding facility, capacity, and safety, EGEA and District administration will meet and confer to resolve the issue.

h. The Parties agree that a unit member, may agree to exceed these maximum class size limits to meet their individual program needs upon written agreement between the unit member and site administrator. A list of classes that voluntarily exceed these class limits shall be provided to EGEA.

TRADITIONAL Secondary Schools Classes			
Traditional Schedule - 5 Periods		Traditional Schedule - 6 Period Load	
Class Max	Contact Max	Class Max	Contact Max
36	166	36	199

Secondary Schools Classes – PE			
Traditional Schedule - 5 Periods		Traditional Schedule - 6 Period Load	
Class Max	Contact Max	Class Max	Contact Max
45	203	45	244

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BLOCK
Secondary Schools Classes

Block Schedule - 4/4 – A/B		Block Schedule, 4/4 - A/B Additional Load	
Class Max	Contact Max	Class Max	Contact Max
37	108	37	144

Secondary Schools Classes – PE

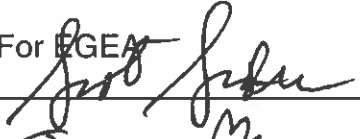
Block Schedule - 4/4 – A/B		Block Schedule, 4/4 - A/B Additional Load	
Class Max	Contact Max	Class Max	Contact Max
45	126	45	168

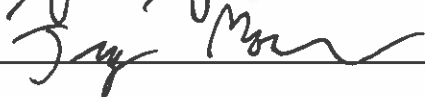
*A/B Block Contact Max will be calculated excluding students on an “All Period Day”.

** Less than full time teachers or teachers with combined (example of combined: P.E. and Social Studies) student maximums will be assigned student maximums on a proportional basis.


4. Non-Precedential: The Parties agree that this Agreement shall not create any past practice or be deemed precedential for any purposes. The Parties agree that this Pilot Agreement includes the entire Agreement between the Parties and there are no other written or verbal Agreements regarding the subject matter of this Agreement.
5. Except as otherwise provided in this Agreement, all other terms and conditions of the Parties' collective bargaining agreement related to class size shall remain in full force and effect.
6. The Parties agree to meet and confer throughout the period of this Agreement to discuss options and ways to expand opportunities for students at non-block schedule Secondary schools. Opportunities include the ability to take more classes during the regular school year in an effort to accommodate intervention needs and/or participation in academies and other curricular programs and supports. Options might include converting to a block schedule or the addition of class periods.
7. Subsequent Years: The Parties agree to meet and negotiate prior to the end of the 2024-2025 school year regarding whether to continue this Agreement in subsequent


school years. This Agreement shall expire on June 30, 2025, unless another Agreement is reached to extend this Pilot Class Size Agreement.

For EGEA




Dated: 4/16/22

For District




Dated: 11.16.22

**Side Letter of Agreement
Between
Elk Grove Unified School District
And**

Elk Grove Education Association

Special Education Class Size/Caseload

Pilot Agreement

2023-2024 and 2024-2025

November 16, 2022

The Elk Grove Unified School District ("District") and the Elk Grove Education Association ("EGEA"), collectively referred to as the "Parties," agree to the following Pilot Side Letter of Agreement ("Agreement") for the 2023-2024 and 2024-2025 school years.

RECITALS

- A. WHEREAS, the Parties wish to enter into a Special Education Caseload and Class Size Pilot Agreement for the 2023-2024 and 2024-2025 school years; and
- B. WHEREAS, the Parties agree that maintaining lower class sizes/caseloads continues to be a priority of EGEA and the District. To the extent possible, new classes will be created whenever the number of students/caseloads and the following factors including available space, school calendar, transportation, regional proximity, school size, minimizing the impact on students and families and staff due to class size issues, and schedule availability allow this to be possible.

AGREEMENT

NOW, THEREFORE, the Parties agree as follows:

- 1. Recitals: The recitals set forth above are true and correct.
- 2. 2023-2024 and 2024-2025 School Years: The Parties agree to the following for the 2023-2024 and 2024-2025 school years regarding this Caseload/Class Size Pilot Agreement.
- 3. Special Education Secondary Resource Specialist Program (RSP) and Elementary Learning Center Teacher Caseload and Compensation.

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a. Secondary Resource Specialist Program. The Parties agree that, when feasible, the District will strive to maintain an average caseload of 26:1 for the mild-moderate credentialed RSP teachers assigned to teach Secondary RSP at each school site.

b. Elementary Learning Center Program. The Parties agree that, when feasible, the District will strive to maintain an average school site caseload of 24:1 and a caseload maximum of 25:1 for mild-moderate credentialed Learning Center teachers assigned to teach in Elementary Learning Center Programs. In the event that the (1) average school site caseload **and** (2) caseload maximum described in this section are exceeded, then the provisions of this Pilot Agreement regarding Elementary Learning Center Programs shall apply.

c. For purposes of determining the Caseload Max and School Program Average, a student who is on the Secondary Resource Specialist's or Elementary Learning Center Teacher's caseload shall be counted.

d. Students receiving Home and Hospital services shall only be included in the Class Max and Contact Max calculations provided that the student remains on the caseload at the time of the check-in date for purposes of determining compensation under this Pilot Agreement.

4. Elementary Learning Center Compensation/Payment Timeline:

a. Compensation/Payment Timeline: The Parties agree that the District shall compensate Elementary Learning Center Teachers at the end of each check-in/grading period, described in Section 7 of this Agreement, one thousand dollars (\$1,000) for each of the four grading periods, if their caseload during the check in/grading period, satisfies both of the following two criteria:

i. The Caseload Max for their Special Education Learning Center Program exceeds the 25:1 Caseload Max; and

ii. The School Site Average Caseload for their Special Education Learning Center Program **exceeds the 24:1** School Site Average.

iii. If the Elementary Learning Center is over by only the (a.) Caseload Maximum or only the (b.) School Site Average, then the teacher is **not** eligible for the one thousand dollars (\$1,000) payment described in this Agreement.

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b. Elementary Learning Center Teachers who agree to exceed 28:1 students on their caseload will receive **both** (1.) the State Waiver compensation (caseload calculator) **and** (2.) the school site caseload average and caseload maximum payment described in this Agreement. For Elementary Learning Center Teachers to receive both the State waiver payment and overage payment both of the following conditions must apply:

- i. Meet the Criteria delineated in Section 4(a) is satisfied; and
- ii. Meet the **State Waiver** compensation criteria. (Elementary Learning Center caseload exceeds 28:1 and does not exceed 32:1.)

Note: Past Practice referenced above in section 4(b)(ii) is documented in the December 7, 2016 Memorandum from EGUSD to EGEA.

c. **Absences:** The Parties agree that if a teacher is on a long term paid or unpaid leave of absence during a check-in grading period, the teacher shall be ineligible for the compensation described in this Pilot Agreement.

5. **Special Education Self-Contained Class Size Compensation**

The Parties agree that if the number of students, enrolled in a self-contained special education class and who attend school in-person in the self-contained special education class exceeds the "Class Maximum" listed in the Special Education Self-Contained Class Size Chart, then the following shall apply:

- a. Students receiving Home and Hospital services shall only be included in the Class Max and Contact Max calculations provided that the student remains on the caseload at the time of the check-in date for purposes determining compensation under this Pilot Agreement.
- b. **Compensation/Payment Timeline:** The Parties agree that the District shall compensate teachers one thousand dollars (\$1,000) at each of the four (4) check-in dates (See Section 7 for check-in dates), if their class size exceeds the Class Maximum listed in the "Special Education Self-Contained Class Size Chart" on the check in date.
- c. **Meet and Confer:** The Parties agree that if any self-contained class is overloaded by more than one student, the Parties will meet and confer to consider additional supports and resources for the class.

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- d. **Absences:** The Parties agree that if a teacher is on a long term paid or unpaid leave of absence during a grading period, the teacher shall be ineligible for the compensation described in this Pilot Agreement.
- e. **Self Contained Programs:** In reference to the following self-contained programs listed below, the Parties agree to meet and confer regarding specific special education level programs to determine what specific supports are needed for each of the levels.

**Elk Grove Unified School District
Special Education Self-Contained Program
Class Size Matrix**

Program	Class Max
K-22 Level 2	15
K-22 Level 3	12
K-22 Level 4	10
TAC (3-8)	16
Pathways (9-12)	18
ABSS Elementary	12
ABSS Tier 1	15
ABSS Tier 2	12
PreK-Level 2	12
PreK-Level 3	10
PreK-Level 4	8

7. **Check-in Periods Compensation Calculation Dates:** The Parties agree that there shall be four (4) check-in period class size calculation dates which shall be based on the last day of each Secondary progress grading period.

[Note: For illustration purposes only, for the 2022-2023 school year, the four check-in periods are consistent which shall be the last day of each Secondary progress grading period as follows: September 9, 2022, November 4, 2022, February 3, 2023, and April 14, 2023.]


8. The Parties agree that additional review and work will be done during the 2022-23 and 2023-2024 school year to work on delivery models, consultation management time, and caseloads.

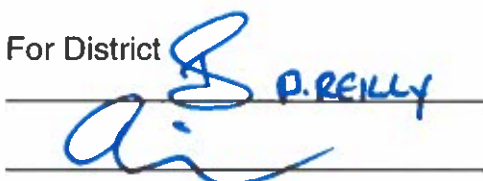
9. **Non-Precedential:** The Parties agree that this Agreement shall not create any past practice or be deemed precedential for any purposes.

10. **Entire Agreement.** The Parties agree that this Pilot Agreement includes the entire Agreement between the Parties and there are no other written or verbal Agreements regarding the subject matter of this Agreement.

11. Except as otherwise provided in this Agreement, all other terms and conditions of the Parties' collective bargaining agreement related to class size shall remain in full force and effect.

12. **Subsequent Years:** The Parties agree to meet and negotiate prior to the end of the 2024-2025 school year regarding whether to continue this Agreement in subsequent school years. This Agreement shall expire on June 30, 2025, unless another Agreement is reached to extend this Pilot Class Size and Caseload Agreement.

For EGEA


For District


Dated: 11/14/22

Dated: 11.16.22

**Short Term Agreement
Between
Elk Grove Unified School District
And
Elk Grove Education Association
Juneteenth
November 16, 2022**

The Elk Grove Unified School District ("District") and the Elk Grove Education Association ("EGEA"), collectively referred to as the "Parties," agree to the following Short Term Side Letter of Agreement ("Agreement") regarding Juneteenth 2023.

RECITALS

- A. WHEREAS**, the Parties wish to enter into a one-year 2023 Juneteenth Agreement regarding June 19, 2023.
- B. WHEREAS**, on September 29, 2022, Governor Newsom signed Assembly Bill ("AB") 1655, which adds Juneteenth (June 19th) to the list of state holidays in Education Code sections 37220, 45203 effective beginning June 19, 2023.

AGREEMENT

NOW, THEREFORE, the Parties agree as follows:

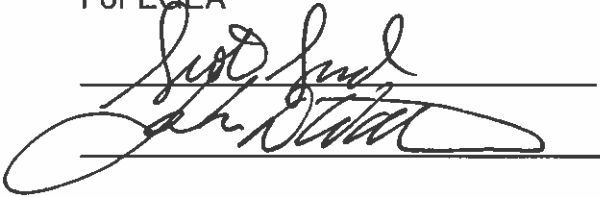
1. Recitals: The recitals set forth above are true and correct.
2. The Parties agree that for June 19, 2023, the Parties agree to the following:
3. The Parties agree that pursuant to AB 1655, the District shall observe the Juneteenth on June 19, 2023, and as result of AB 1655, the Parties agree to revise the 2022-2023 instructional and work year school year calendar for Year Round Schools (Tracks A, B, and C) pursuant to the Attached Revised 2022-2023 Year Round Calendar.
4. In order to comply with State Mandated instructional time, the Parties agree that Friday, June 23, 2023 shall remain a minimum day for unit members assigned to Year Round Schools. In addition, the Parties agree to add Monday, June 26, 2023 to the student instructional year calendar and the unit member work year calendar as a minimum instructional day.
5. Non-Precedential: The Parties agree that this Agreement is a one-time agreement and shall not create any past practice or be deemed precedential for any purposes.

6. Complete Agreement: The Parties agree that this Agreement constitutes the entire agreement between the Parties regarding June 19, 2023, and that there are no other verbal or written agreements that predate this Agreement

7. Except as otherwise provided in this Agreement, all other terms and conditions of the Parties' collective bargaining agreement shall remain in full force and effect.

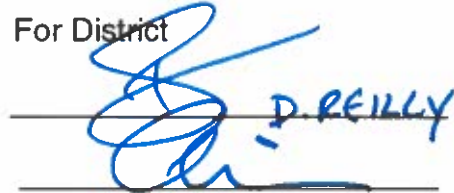
8. Subsequent Years: The Parties agree to meet and negotiate subsequent calendars and will include the Juneteenth Holiday. This Agreement shall expire on June 30, 2023, unless another Agreement is reached.

For EGEA



Dated: 11/16/22

For District


_____ D. REILLY

Dated: 11.16.22

Pilot Agreement
Between
Elk Grove Unified School District
And
Elk Grove Education Association
Elementary Stipends
2023-2024 and 2024-2025
November 16, 2022

The Elk Grove Unified School District ("District") and the Elk Grove Education Association ("EGEA"), collectively referred to as the "Parties," agree to the following Pilot Side Letter of Agreement ("Agreement") for the 2023-2024 and 2024-2025 school years.

RECITALS

- A. WHEREAS**, the Parties wish to enter into an Elementary Stipends Pilot Agreement for the 2023-2024 and 2024-2025 school years;
- B. WHEREAS**, the Parties acknowledge that for the term of this Pilot Agreement all of the District's forty-three (43) elementary schools will allocate five thousand dollars (\$5,000) instead of six thousand dollars (\$6,000) each from the District to fund elementary stipends;
- C. WHEREAS**, the Parties acknowledge and agree that these elementary stipend funds are provided to unit members leading activities that directly involve elementary students; and
- D. WHEREAS**, the Parties acknowledge a joint and ongoing interest in standardizing stipends paid to certificated unit members performing service in the areas of elementary district sponsored athletics and elementary overnight camps.

AGREEMENT

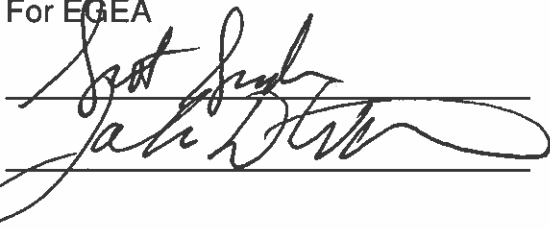
NOW, THEREFORE, the Parties agree as follows:

- 1. Recitals: The recitals set forth above are true and correct.
- 2. 2023-2024 and 2024-2025 School Years: The Parties agree that for the 2023-2024 and 2024-2025 school years, the Parties agree to the following Elementary Stipend Pilot Agreement.

3. Elementary School Stipend Fund: During the term of this two-year Pilot Agreement, the Parties agree that "school stipend fund" paid to each of the forty-three (43) District elementary schools shall be five thousand dollars (\$5,000).
4. Development of Standardized Elementary Stipends:
The Parties agree to standardizing the following stipends:
- a. Districtwide Elementary Interscholastic Coordinator: The Parties agree that the District shall pay each coordinator for each elementary interscholastic sport (1.) Volleyball, (2.) Flag Football, and (3.) Basketball) a stipend of one-thousand dollars (\$1,000). This coordinator is responsible for the following:
- Working with site coaches and the District Director to support a safe and positive environment for student participants.
 - Communicating league requirements with all coaches to ensure that they are knowledgeable about league guidelines, rules of the game, and the code of ethical conduct.
 - Distributing established rules and safety guidelines for the game and adjusting these as necessary to maintain a safe, and positive experience for all.
 - Developing a schedule that prioritizes equity and parity.
 - Responding to questions or concerns that arise.
- b. Elementary Interscholastic Team Coaches. The Parties agree that the District shall pay each elementary interscholastic team coach five hundred dollars (\$500.00). Elementary interscholastic team coaches for purposes of this Agreement, are defined as and shall be limited to: (i.) flag football, (ii.) basketball, and (iii.) volleyball.
- c. Multiple Coaches. The Parties agree that if there is more than one elementary interscholastic team coach for an elementary interscholastic team sport, then the five hundred dollar (\$500.00) stipend shall be divided equally amongst the coaches.
- d. Referee. The Parties agree that the District shall pay a unit member who serves as an elementary interscholastic team referee two hundred dollars (\$200) per elementary interscholastic team season. If there are more than one referee per elementary interscholastic team season, the two-hundred-dollar (\$200) per elementary interscholastic team sports stipend shall be divided equally amongst the referees.
- e. Supervisor of Flag Football, Basketball and Volleyball. The Parties agree when a non-unit member serves as a coach, a unit member is required to supervise the elementary interscholastic team (Supervisor). The Parties agree that the District shall pay a unit member who volunteers to supervise flag football, basketball or volleyball two hundred dollars (\$200) per sports program. If there is more than one supervisor per sports program, the two-hundred-dollar (\$200) stipend per sports program shall be divided equally amongst the supervisors.

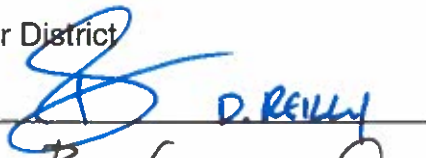
- f. Overnight Field Trip. The Parties agree that the District shall pay each unit member who supervises an overnight field trip a one hundred and fifty dollar (\$150) stipend per night of the overnight field trip.
- g. The Parties agree to meet and confer at the end of the 2023-24 school year to analyze the usage and expenditures of both the athletic and overnight stipends, as well as the site-based allocations.
- 5. Non-Precedential: The Parties agree that this Agreement is a two-year pilot agreement and shall not create any past practice or be deemed precedential for any purposes.
- 6. Complete Agreement: The Parties agree that this Agreement constitutes the entire agreement between the Parties regarding elementary stipends, and that there are no other verbal or written agreements that predate this Agreement.
- 7. Except as otherwise provided in this Agreement, all other terms and conditions of the Parties' collective bargaining agreement shall remain in full force and effect.
- 8. Subsequent Years: The Parties agree to meet and negotiate prior to the end of the 2024-2025 school year regarding whether to continue this Agreement in subsequent school years. This Agreement shall expire on June 30, 2025, unless another Agreement is reached to extend this Pilot Elementary Stipend Agreement.

For EGEA



Dated: 11/16/22

For District



 B. Green

Dated: 11.16.22