

AGENDA
ELK GROVE UNIFIED SCHOOL DISTRICT
Regular Meeting of the Board of Education
Board Room, Education Center
9510 Elk Grove-Florin Road
Elk Grove, CA 95624
May 5, 2015
Closed Session – 5:00 p.m.
Regular Session – 6:00 p.m.

Item

Time - Approximate

Public Comment on Items on Agenda or Not on the Agenda

NOTICE

Cards are available at the table just outside of the Board Room for anyone who wishes to address the Board. If you wish to address the Board, complete a card and hand it to a staff member at the table to the left as you enter the Board Room. Please be sure to complete the card indicating whether the matter you wish to address is on the agenda or not on the agenda. If the matter is on the agenda, we will assume you wish to speak when it comes time to address that item on the agenda and will hold your card until then. Presentations will be limited to a maximum of three (3) minutes, with a total of thirty (30) minutes designated for public comment on an item. Time limitations are at the discretion of the President of the Board of Trustees. The meeting is recorded on video and audio. Videos are available on the Elk Grove Unified School District's You Tube channel at [http://www.youtube.com /user/Elk Grove Unified](http://www.youtube.com/user/Elk%20Grove%20Unified).

CLOSED SESSION – 5:00 p.m.

1. Government Code Section 54956.9 Subdivision (d) Paragraph (2)
Conference with Legal Counsel – Anticipated Litigation
Significant Exposure to Litigation – 1 case
2. Government Code Section 54957
Public Employee Appointment/Employment: Associate Superintendent
Human Resources; High School Vice Principals; and Elementary School
Principals and Vice Principals
3. Government Code Section 54957.6
Conference with Labor Negotiators
Agency designated representatives: Christopher Hoffman,
Brandon Krueger, Richard Fagan, Karen Rezendes
Employee Organizations: All Elk Grove Unified School District
Bargaining Units and Unrepresented Employees
4. Education Code Sections 35146, 48900 et seq. and 48912(b)
California High School Exit Exam (CAHSEE) Waiver Requests

OPEN SESSION – 6:00 p.m.

I. Pledge of Allegiance

II. Presentations/Recognitions

- | | |
|--|------------|
| 5. High School Student Representatives – Elk Grove and Florin | 10 Minutes |
| 6. Academic Recognition of Spring Student Athletes and Coaches | 10 Minutes |

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<u>Item</u>	<u>Time – Approximate</u>
II. Presentations/Recognitions (Continued)	
7. 2015 NorCal Science Olympiad State Competition - Student and Teacher Coach Recognition	10 Minutes
III. Student Expulsion Recommendations	
8. Request for Student Expulsion	5 Minutes
IV. LCAP	
9. Local Control Accountability Planning • Timeline to Adoption	20 Minutes
V. Budget Update - None	
VI. Public Comment	
VII. Bargaining Units	
VIII. Reports - None	
IX. Public Hearing/Action Item	
10. Tentative Agreement Between Elk Grove Unified School District and Amalgamated Transit Union	5 Minutes
X. Discussion Items	
11. Revisions to Board Policy 3531.3 – Tobacco-Free Schools	5 Minutes
12. Revisions to Board Policy 5131.62 – Tobacco	5 Minutes
XI. Discussion/Action Items	
XII. Action Items - None	
XIII. Board Member and Superintendent Reports	10 Minutes
XIV. Consent Agenda – Action	
13. Approval of Minutes	
14. Personnel Actions	
15. Certification of Administrator's Competence to Evaluate	
16. Approval of Purchase Order History	
17. Disposal of Obsolete/Surplus Property	
18. Acceptance of Gifts	

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<u>Item</u>	<u>Time – Approximate</u>
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XIV. Consent Agenda – Action (Continued)

- 19. Associated Student Body Scholarship Expenditures –
Valley High School
- 20. Ratification of Contracts
- 21. Instructional Materials Adoption
- 22. California High School Exit Exam (CAHSEE) Waiver Requests
- 23. 2015 Edna Batey Elementary School and Bus Yard Paving
- 24. 2015 Asbestos Abatement at C.W. Dillard Elementary School,
Award of Contract
- 25. 2015 Portable Relocation at Samuel Kennedy and Mary Tsukamoto
Elementary Schools – Award of Contract
- 26. Central Kitchen Boiler Replacements – Award of Contract

XV. Other Action Items

- 27. Discussion and Action on Items Removed From the Consent Agenda

XVI. Information Items

- 28. Other Items from the Floor

XVII. Adjournment

AMERICAN WITH DISABILITIES COMPLIANCE NOTICE

In compliance with the Americans with Disabilities Act, those requiring special assistance to access the Board meeting room, to access written documents being discussed at the Board meeting, or to otherwise participate at Board meetings, please contact the Board Secretary, Arlene Hein, at (916) 686-7700. Notification of at least 24 hours prior to the meeting will enable the District to make reasonable arrangements to ensure accessibility to the Board meeting and to provide any required accommodation, auxiliary aids or services.

DOCUMENT AVAILABILITY

Documents provided to a majority of the Governing Board regarding an open session item on this agenda will be made available for public inspection in District office located at 9510 Elk Grove-Florin Road, Elk Grove, CA during normal business hours.

ELK GROVE UNIFIED SCHOOL DISTRICT

Agenda Item No: 6

Board Agenda Item

Supplement No. _____

Meeting Date: May 5, 2015**Subject:** Academic Recognition of Spring Student-Athletes and Coaches**Division:** Secondary Education**Action Requested:**

The Board of Education is asked to recognize spring student-athletes for their outstanding academic performance.

Discussion:

The Elk Grove Unified School District, in conjunction with the nine comprehensive high school Athletic Directors, recognizes the coaches and teams who have achieved the highest combined Grade Point Average of any varsity athletic team during the spring sports season. The team's captain(s) and head coach will represent each team. Honored teams are:

Cosumnes Oaks High School:

Coach	Honored Team	Team GPA	Captains
Sara Vaughn	Varsity Swim	3.808	

Elk Grove High School:

Coach	Honored Team	Team GPA	Captains
Tom Rossow	Track & Field	3.6	

Florin High School:

Coach	Honored Team	Team GPA	Captains
Steve Torres	Men's Tennis	3.5	

Franklin High School:

Coach	Honored Team	Team GPA	Captains
Chuck McClelland	Men's Tennis	4.05	

Laguna Creek High School:

Coach	Honored Team	Team GPA	Captains
Andrew Fleming	Men's Tennis	3.91	

Monterey Trail High School:

Coach	Honored Team	Team GPA	Captains
Hillary Hong	Women's Swim	3.78	

Pleasant Grove High School:

Coach	Honored Team	Team GPA	Captains
John Vigil	Men's Tennis	3.55	

Sheldon High School:

Coach	Honored Team	Team GPA	Captains
Luis Lopez	Men's Tennis	4.02	

Valley High School:

Coach	Honored Team	Team GPA	Captains
Jessica Futrell	Varsity Swim	3.36	

Financial Summary: N/APrepared By: Rod EdmistonDivision Approval: Christina C. Penna

Prepared By: _____

Superintendent Approval: Christopher R. Hoffman

Agenda Item No: _____

Board Agenda Item

Supplement No. _____

Meeting Date: May 5, 2015**Subject:** 2015 NorCal Science Olympiad State Competition –
Student and Teacher Coach Recognition**Department:** Secondary Education**Action Requested:**

The Board of Education is asked to recognize and congratulate students for their performance at the 2015 NorCal Science Olympiad State Competition.

Discussion:

On Saturday, April 18, Science Olympiad Teams from Sheldon and Pleasant Grove high schools competed against 28 other qualifying high schools at the NorCal State Finals in Turlock. After competing in 23 different events, the Sheldon High School Science Olympiad team finished in 5th place. Pleasant Grove High School placed 11th.

Events in the Science Olympiad have been designed to recognize the wide variety of skills that students possess. While some events require knowledge of scientific facts and concepts, others rely on science processes, skills, or applications. This ensures that everyone can participate, including students from technology classes or advanced science classes.

The Board is asked to recognize and commend Sheldon and Pleasant Grove High School's students and teachers for their outstanding performance.

Prepared By: _____

Division Approval: Christina Penna

Prepared By: _____

Superintendent Approval: Christopher R. Hoffman

Board Agenda Item**Subject:****Department:** Education Services**Local Control Accountability Planning****Action Requested:**

The Board of Education is asked to receive an update and provide feedback on the District's Local Control Accountability (LCAP) plan.

Discussion:

The purpose of the presentation/discussion is to provide an update and receive feedback on the Local Control Accountability plan.

Financial Summary:Prepared By: Mark CeruttiApproval: Mark Cerutti

Prepared By: _____

Superintendent Approval: Christopher R. Hoffman



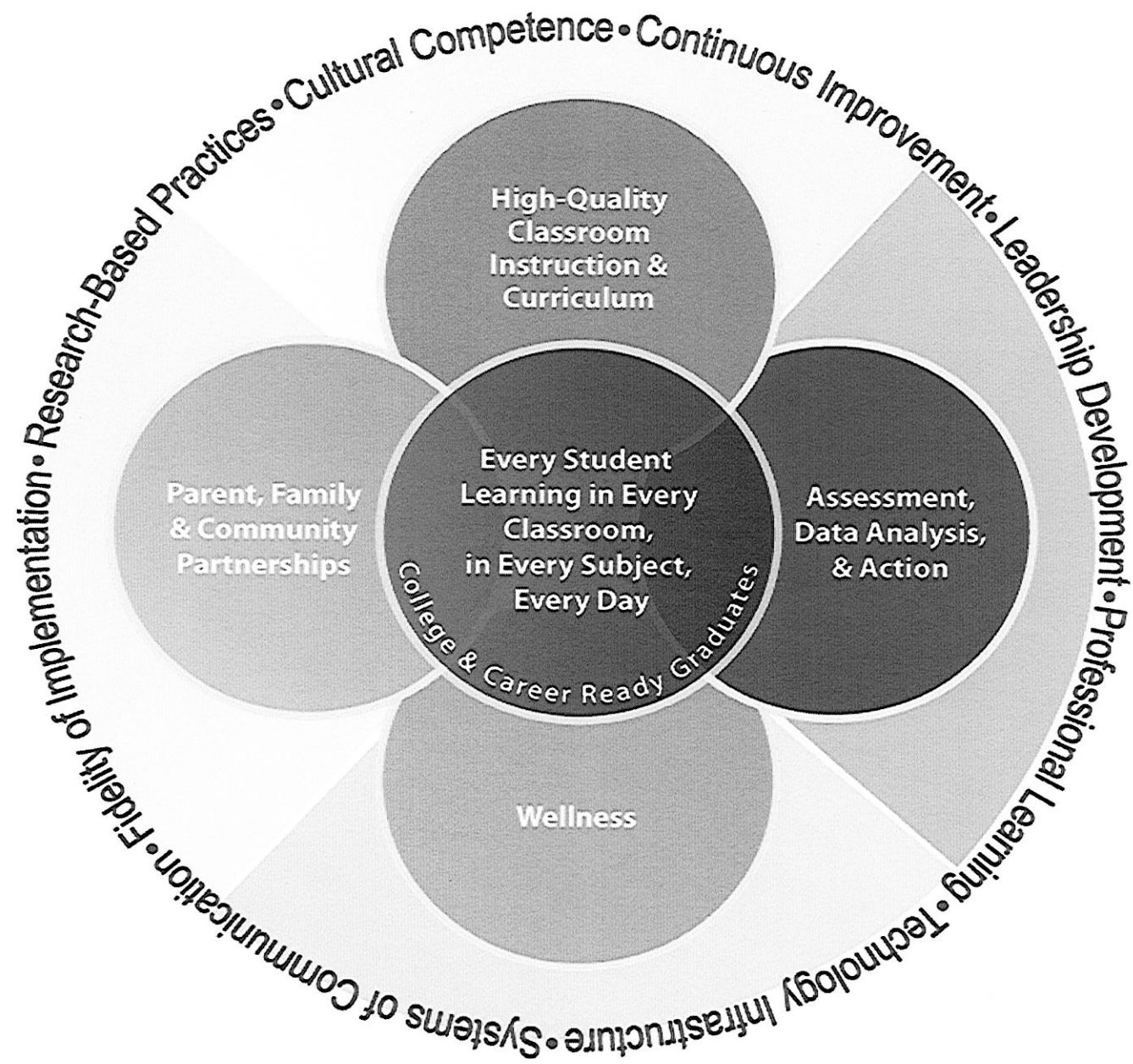
**Board of Education Presentation
LCAP Update
May 5, 2015**

Mark Cerutti, Associate Superintendent, Education Services

LCFF | LCAP

ELK GROVE UNIFIED

Local Control Funding Formula • Local Control & Accountability Plan



EGUSD Strategic Goals

High-Quality Classroom Instruction & Curriculum

All students will receive high quality classroom instruction and curriculum to promote college and career readiness and close the achievement gap.

Assessment, Data Analysis, & Action

All students will benefit from instruction guided by assessment results (formative, interim and summative) and continuous programmatic evaluation.

Wellness

All students will have an equal opportunity to learn in a culturally responsive, physically, and emotionally safe environment.

Parent, Family & Community Partnerships

All students will benefit from programs and services designed to inform and involve family and community partners.

Board of Education LCAP Meetings/Workshops

- **April 7, 2015 – Board Meeting**
- **April 14, 2015 – Board Workshop**
- **April 21, 2015 – Board Meeting**
- **April 22, 2015 – Board Workshop**

WRITING THE LCAP

- **Stakeholder Engagement**
- **2015-2016 through 2017-2018:**
 - **Goals/Actions/Expenditures/Progress Indicators**
 - **Annual Update**
- **Use of Supplemental and Concentration Grant Funds and Proportionality**

Stakeholder Engagement Template

Involvement Process	Impact on LCAP
Annual Update:	

2015-2016 through 2017-2018

Goals, Actions, Expenditures, Progress Indicators

Template

GOAL:			Related State and/or Local Priorities: 1 2 3 4 5 6 7 8 COE only: 9 10 Local: Specify _____	
Identified Need:				
Goal Applies to:	Schools:			
	Applicable Pupil Subgroups:			
LCAP Year 1: xxxx-xx				
Expected Annual Measurable Outcomes:				
Actions/Services	Scope of Service	Pupils to be served within identified scope of service	Budgeted Expenditures	
		ALL ----- OR: Low Income pupils English Learners Foster Youth Redesignated fluent English proficient Other Subgroups:(Specify) _____		

Annual Update Template

Original GOAL from prior year LCAP:			Related State and/or Local Priorities:	
			1__ 2__ 3__ 4__ 5__ 6__ 7__ 8__	
			COE only: 9__ 10__	
			Local : Specify _____	
Goal Applies to:	Schools:			
	Applicable Pupil Subgroups:			
Expected Annual Measurable Outcomes:			Actual Annual Measurable Outcomes:	
LCAP Year: xxxx-xx				
Planned Actions/Services		Actual Actions/Services		
	Budgeted Expenditures		Estimated Actual Annual Expenditures	
Scope of service:		Scope of service:		
__ ALL		__ ALL		
OR: __ Low Income pupils __ English Learners __ Foster Youth __ Redesignated fluent English proficient __ Other Subgroups:(Specify) _____		OR: __ Low Income pupils __ English Learners __ Foster Youth __ Redesignated fluent English proficient __ Other Subgroups:(Specify) _____		
What changes in actions, services, and expenditures will be made as a result of reviewing past progress and/or changes to goals?				

Use of Supplemental and Concentration Grant Funds and Proportionality Template

Total amount of Supplemental and Concentration grant funds calculated:	\$ _____

<table border="1"><tr><td></td><td>%</td></tr></table>		%	
	%		

LCAP NEXT STEPS

- **Stakeholder Feedback: May 14, 2015**
- **Public Hearing: June 9, 2015**
- **Board of Education Approval: June 23, 2015**
- **Submission to Sacramento County Office of Education (SCOE): June 30, 2015**

Agenda Item No. _____

Board Agenda Item

Supplement No. _____

Meeting Date May 5, 2015**Subject:**Department: Human Resources

Tentative Agreement Between Elk Grove Unified School District and Amalgamated Transit Union (ATU), 2014-2015 and 2015-2016, dated April 20, 2015.

Action Requested:

If the Tentative Agreement between the Elk Grove Unified School District (EGUSD) and the Amalgamated Transit Union (ATU) is ratified by ATU, and the AB 1200 review is approved by the Sacramento County Office of Education (SCOE), the Board of Education of EGUSD is asked to conduct a Public Hearing to present the Tentative Agreement reached through negotiations on April 20, 2015. Should there be an affirmative action by ATU, the EGUSD Board President should announce and open the public hearing with a request for anyone who wishes to speak to the proposal to please come forward. After listening to any speakers, the Board President should close the public hearing. After closing the public hearing, the Board should be asked to take action to approve (ratify) the Tentative Agreement.

Discussion:

If the Tentative Agreement is ratified by a vote of the ATU members, and the AB 1200 review is approved by the Sacramento County Office of Education (SCOE), the EGUSD Board should be asked to approve (ratify) the attached 2014-2015 and 2015-2016 Tentative Agreement. In addition, Education Code Section 3540.2 stipulates a fiscal review by the Sacramento County Office of Education (SCOE) of negotiated agreements to determine the financial impact of the agreement on the District budget. Therefore, the AB 1200 report which provides the financial analysis of the Tentative Agreement is attached and was submitted to SCOE for their review.

Financial Summary:Prepared By: _____ Department Approval: Brandon Krueger, Ed.D.Prepared By: _____ Superintendent Approval: Christopher R. Hoffman

Tentative Agreement
Between
Elk Grove Unified School District
And
Amalgamated Transit Union, Local 256
April 20, 2015

Elk Grove Unified School District (District) and the Amalgamated Transit Union, Local 256, collectively referred to as "the parties," have met and negotiated over wages, hours and other terms and conditions of employment.

The parties have considered their mutual interests and have agreed to enter into the following Tentative Agreement including Attachments A, B, C and D (collectively referred to as the "Agreement") to completely resolve negotiations for the 2014-2015 school year and 2015-2016 school year 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. The parties agree that this Agreement equals a compensation package of 1.5% plus the lottery bonus conversion of 1.5% for a total of 3% for the 2014-2015 school year, and a total of compensation package of 2.5% for the 2015-2016 school year.
2. The parties agree that if the contingency conditions described in Section 6 below are satisfied, an additional 1% shall be added to the total compensation package for the 2015-2016 school year.

2014-2015 Salary

3.
 - a. Effective retroactive to July 1, 2014, the 2013-2014 ATU Salary Schedule, titled #20, shall be increased by 1.5 %.
 - b. In order to be eligible for any retroactive payment, a unit member must have worked during the 2014-2015 school year.
 - c. When added to the salary schedule, the 1.5% increase described in Section 3(a) shall not be compounded upon the lottery bonus conversion amount described in Section 4 below.

2014-2015 Lottery Conversion

4.
 - a. Effective retroactive to July 1, 2014 and ongoing, the parties agree that the lottery bonus payment included in the parties' collective bargaining agreement under Section 22.201 shall be deleted from the parties' collective bargaining agreement and eliminated from practice. This means that in lieu of receiving a lottery bonus payment in

August of each school year for the prior school year, Section 4(b) below shall be implemented.

b. The parties agree that effective retroactive to July 1, 2014, in exchange for eliminating the annual lottery payment from the parties' collective bargaining agreement and practice, the 2013-2014 ATU Salary Schedule, titled #20, shall be increased by 1.5%. When added to the salary schedule, this 1.5% increase shall not be compounded upon the 2014-2015 increase described in Section 3(a) above.

c. In order to be eligible for the lottery retroactive payment described in Section 4(b), a unit member must have worked during the 2014-2015 school year.

2015-2016 Salary

5. a. Effective July 1, 2015, step 5/6 of the 2014-2015 ATU Salary Schedule, titled #20 shall be increased by 3% so that the difference between step 4 and step 5/6 is equal to 7%. Effective July 1, 2015, step 7 of the 2014-2015 ATU Salary Schedule, titled #20 shall be increased by 3.744% so that the difference between step 5/6 and step 7 is equal to 5.744%. The total value of the increases to step 5/6 and step 7 described in this section is equal to a 2.5% increase for the bargaining unit for the 2015-2016 school year and is consistent with Attachment D.

b. If the contingency requirements specified in Section 6 below are satisfied, when added to the salary schedule, the value of the 2.5% increase described in Section 5(a) above shall not be compounded with the 1% contingency amount described in Section 6 below.

c. If the ongoing contingency provisions described in Section 6 results in an ongoing increase for the 2015-2016 school year, then effective July 1, 2015, these contingency funds will first be added to step 7 of the 2014-2015 ATU Salary Schedule, titled #20 and to increase the difference between step 5/6 and step 7 to a rounded 7%. If any of the ongoing contingency amount is still available after rounding the difference between step 5/6 and step 7 to 7%, then any remaining ongoing contingency amount shall be applied equally to each cell on the ATU Salary Schedule, titled #20.

2015-2016 Contingency

6. The parties agree that on February 25, 2015, for the 2015-2016 school year, the District projected that it will receive approximately \$35,284,344 in funded and ongoing new State Local Control Funding Formula ("LCFF") revenue as part of its multi-year projection.

a. Ongoing New Unrestricted LCFF-Base Revenue-2015-2016 School Year

i. The parties agree that if for the 2015-2016 school year, the District actually receives more than the \$35,284,344 projected on February 25,

- 2015 in ongoing new unrestricted Local Control Funding Formula (LCFF)-Base State revenue;
- ii. then ATU's proportionate share of the value of the new State ongoing unrestricted LCFF-Base revenue up to a maximum of 1% of compensation shall be added to the 2.5% specified above in Section 5 for the 2015-2016 school year; and
 - iii. then added to 2014-2015 salary schedule, #20, effective beginning July 1, 2015 as described above in section 5. The ongoing contingency amount up to a maximum of 1% shall not be compounded with the 2.5% described in Section 5 above when added to the 2014-2015 salary schedule.
 - iv. If the contingency language described in this Section 6(a) results in an additional 1% ongoing increase for the 2015-2016 school year, then the Section 6(b) contingency regarding one-time money shall not be implemented.
 - v. ATU's "proportionate share" is defined as the ATU portion (percentage) of a 1% District-wide salary increase. A District-wide 1% compensation increase is estimated to be \$3.5 million for purposes of this Agreement.
 - vi. For purposes of this Agreement, LCFF-Base is defined to be 90% of new, ongoing, unrestricted LCFF revenue.

[Note: For illustration purposes only: If the District receives \$3.5 million in new, ongoing, unrestricted, LCFF-Base revenue and all other Section 6(a) requirements are satisfied, ATU will receive an additional 1% increase as described above. If the District receives \$1.75 million in new, ongoing, unrestricted LCFF-Base revenue and all other Section 6(a) requirements are satisfied, then ATU will receive an additional 0.5% increase as described above. The value of the \$3.5 million includes a similar salary schedule increase of 1% District-wide. The value of the \$1.75 million includes a similar salary schedule increase of 0.5% District-wide.]

b. One-time New Unrestricted Revenue-2015-2016 School Year

- i. If the contingency language described in Section 6(a) results in an additional 1% ongoing increase for the 2015-2016 school year, then this Section 6(b) contingency regarding one-time money shall not be implemented.
- ii. The parties agree that if for the 2015-2016 school year, the above Section 6(a) Ongoing New Unrestricted Revenue-2015-2016 School Year Contingency provision does not result in an additional 1% salary schedule increase for the 2015-2016 school year or less than a 1% increase for the 2015-2016 school year; and
- iii. if the District actually receives more than the \$10,724,474 in 2015-2016 projected on February 24, 2015 in one-time new unrestricted State revenue;

- iv. then ATU members who are eligible for the wellness rebate pursuant to the Agreement between the parties will receive an additional one-time wellness rebate for the 2015-2016 school year in an amount not to exceed a total of 1% when combined with any Section 6(a) ongoing contingency increase as calculated in this Section 6(b).
- v. ATU's "proportionate share" is defined as the ATU portion (percentage) of a 1% District-wide salary increase. A District-wide 1% compensation increase is estimated to be \$3.5 million for purposes of this Agreement.
- vi. LCFF-Base revenue does not include any LCFF-supplemental and/or LCFF-concentration revenue. For purposes of this Agreement, LCFF-Base is equal to 90% of new, ongoing, unrestricted LCFF revenue.
- vii. The value of the 5% rebate calculation shall be based upon the 2013-2014, 5% rebate amount of approximately \$2,107,719. For example, if the District receives \$2,107,719 in unrestricted one-time new 2015-2016 revenue, an additional 5% shall be provided to bargaining unit members eligible for the wellness rebate. The rebate value shall be adjusted for a greater or lower number adequate to backfill for the difference between any ongoing contingency increase provided pursuant to Section 6(a) above and any new unrestricted one-time money for the 2015-2016 school year, up to a total value not to exceed 1% in new compensation. (6(a) and 6(b) combined.)

[Note: For illustration purposes only. If the Section 6(a) ongoing contingency does not result in an ongoing increase of 1% in compensation for the 2015-2016 school year and the District receives \$2,107,719 in new one-time State unrestricted funding for the 2015-2016 school year, then ATU members who comply with the wellness rebate eligibility requirements specified in Section 1.b. of the June 6, 2012 Tentative Agreement shall receive an additional one-time 5% rebate for the 2015-2016 school year only.]

7. Within 30 calendar days after adoption of the State Budget, the District will determine if the contingency requirements described above in Section 6 have been met and notify ATU of its conclusion in writing.

8. If the ongoing and/or one-time contingency provisions described in Section 6 are not triggered, only the 2.5% increase as described in Section 5 above shall be implemented for the 2015-2016 school year.

9. The State LCFF rules and calculations are subject to change by the State Legislature upon adoption of a final 2015-2016 State Budget. Therefore, it is impossible for the parties to accurately predict any LCFF changes to the 2015-2016 State Budget. If the parties disagree as to whether or not the contingency requirements specified in Section 6 above have been met, they agree to meet and negotiate the issue.

Increased Costs for Health Benefits

10. Consistent with parties' collective bargaining agreement, the District is responsible for its share of the increased costs for health benefits. It is noted that for the 2014-2015 school year the cost to the District of its increased share was equivalent to a 1.40% increase in compensation and for the 2015-2016 school year, the District's increased costs for health benefits is equivalent to 0.5% increase in compensation.

Sick Leave

11. Consistent with changes in State law regarding the definition of "family members" with regard to allowable uses of sick leave, the parties agree to amend sub-Article 20.1(h) to read as follows:

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

12. Consistent with changes in State law regarding the allowable uses of sick leave for purposes of accommodating victims of domestic violence, sexual assault, and stalking, the parties agree to amend sub-Article 20.206 to read as follows:
Add sub-Article 20.206 to read as follows:

Employees are encouraged to use their sick leave when they are ill to enable them to regain and remain in good health. Among the reasons for which sick leave may be used are dental care, doctor visits, or other health purposes which require specialized treatment for themselves or **any member of the immediate family person-in-the-household**. **Sick leave may also be used by an employee who is a victim of domestic violence, sexual assault, or stalking for the following reasons: obtaining or attempting to obtain any relief, including, but not limited to, a temporary restraining order, a restraining order, or other injunctive relief, to help ensure the health, safety, or welfare of the victim or his or her child; seeking medical attention for injuries caused by domestic violence, sexual assault, or stalking; obtaining services from a domestic violence shelter, program, or rape crisis center as a result of domestic violence, sexual assault, or stalking; obtaining psychological counseling related to an experience of domestic violence, sexual assault, or stalking; and participating in safety planning and taking other actions to increase safety from future domestic violence, sexual assault, or stalking, including temporary or permanent relocation.**

Comparability Study

13. The parties agree to participate in a District-wide Comparability Study Committee with the District to identify comparable districts in terms of LCFF funding, regional location and size, as well as to determine whether the District's compensation, class size, work time, working conditions and benefits are comparable from a market perspective, and other agreed upon metrics.

CalPERS

14. The parties recognize that CalPERS, at its discretion, determines members' eligibility for CalPERS benefits; the District makes no representation as to whether any compensation paid in accordance with this Tentative Agreement constitutes "creditable compensation" for any CalPERS program or benefit.

Organizational Security

15. The parties agree to revise Article 6, Organizational Security, Section 6.2 as follows: "The service fee ~~shall not exceed~~ will be 95 80% of regular dues."

Catastrophic Leave

16. The parties agree to revise section 20.23 by adding the following:

In order for a request for catastrophic leave to be approved, signed written documentation from a licensed physician is required to verify that the basis for the request for catastrophic leaves satisfies the definition of catastrophic illness or injury consistent with section 20.2304(a).

The maximum amount of catastrophic leave that may be granted at one time is up to a maximum of 30 days of catastrophic leave. Additional catastrophic leave requests may be made at the expiration of catastrophic leave. Approvals of catastrophic leave requests are not guaranteed.

The parties agree to continue to meet in a committee to study the catastrophic leave program and develop recommendations for improvement of the program.

Personnel Necessity

17. The parties agree to add the following to section 20.1003:

Unit members may utilize Personal Necessity Leave in one half-day increments, based upon their assigned day, for a maximum of seven instances of one half days of usage each school year.

Request for Leave of Absence-Classified Employee

18. The parties agree to Attachment A, the new "Request for Leave of Absence-Classified Employee" form.

Classified Evaluation Form

19. The parties agree to Attachment B, the new Classified Evaluation Form.

20. Extra Boards and Field Trip Utility Driver

Effective July 1, 2015, the parties agree to the following:

a. The parties agree to incorporate Attachment C into Article 12 of the parties' collective bargaining agreement.

b. The parties agree that there shall be seven Field Trip Utility Drivers.

c. The parties agree that the District shall create a Dispatcher position, Range 441.

21. Revise Section 20.2201

The parties agree to revise the first paragraph of Section 20.2201 and Section 20.2201(a) as follows:

20.22 VACATION SCHEDULING

20.2201 The District and the Union agree to ~~create a committee work together on out~~ the specific language which will allow for bidding of vacation slots ~~in the~~ Fall bidding process of 1993. The agreed upon language will incorporate the following concepts:

- a. The annual vacation bidding process will occur no later than May 15 each year ~~is expected to occur within the same week as the annual route bid process.~~ All unit members must declare vacation time off or vacation payout, at this time. Specific dates and times will be assigned. Proxy bids must be submitted for any unit member unavailable to attend this process. Vacation dates ~~or payout~~ will be assigned if unit members fail to complete the process.

Duration

For ATU

Dated: 4-20-2015

Margaret Nordquist
Braiden Kuehl
Karen Ruzendes
Rich B
Gary Nelson
M. S. P
Joe Tupper

Dated: 4-20-15

Grace Stone

PROPOSED TENTATIVE AGREEMENT
ATU
PROPOSED SALARY SCHEDULE 2014-15 = 3%

Classification	Training						
	Classes (3%)*	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5 & 6	STEP 7+
Bus Attendant	301	\$11.89	\$12.73	\$13.63	\$14.59	\$15.18	\$15.49
	302*	12.24	13.10	14.02	15.01	15.61	15.93
	303*	12.61	13.50	14.45	15.47	16.09	16.42
	304*	12.99	13.90	14.88	15.93	16.57	16.91
Office Assistant - Transportation	361	\$13.53	\$14.48	\$15.50	\$16.59	\$17.26	\$17.61
	362*	13.93	14.91	15.96	17.08	17.77	18.13
	363*	14.34	15.35	16.43	17.58	18.29	18.66
	364*	14.79	15.83	16.94	18.13	18.86	19.24
Mechanic's Assistant-Fuel (Day Shift)	381	\$14.35	\$15.36	\$16.44	\$17.59	\$18.30	\$18.67
	382*	14.80	15.84	16.95	18.14	18.87	19.25
	383*	15.22	16.29	17.43	18.65	19.40	19.79
	384*	15.66	16.76	17.94	19.20	19.97	20.37
Mechanic's Assistant-Fuel (Swing Shift)	386	\$15.51	\$16.60	\$17.77	\$19.02	\$19.78	\$20.18
	387*	15.98	17.10	18.30	19.59	20.38	20.79
	388*	16.45	17.61	18.85	20.17	20.98	21.40
	389*	16.91	18.10	19.37	20.73	21.56	22.00
Mechanic's Assistant-Fuel (Night Shift)	391	\$16.08	\$17.21	\$18.42	\$19.71	\$20.50	\$20.91
	392*	16.56	17.72	18.96	20.29	21.11	21.54
	393*	17.07	18.27	19.55	20.92	21.76	22.20
	394*	17.54	18.77	20.09	21.50	22.36	22.81
Bus Driver Mechanic's Assistant-Tire (Day Shift)	401	\$15.14	\$16.20	\$17.34	\$18.56	\$19.31	\$19.70
	402*	15.59	16.69	17.86	19.11	19.88	20.28
	403*	16.07	17.20	18.41	19.70	20.49	20.90
	404*	16.53	17.69	18.93	20.26	21.07	21.50
Mechanic's Assistant-Tire (Swing Shift)	406	\$16.34	\$17.49	\$18.72	\$20.03	\$20.84	\$21.26
	407*	16.83	18.01	19.27	20.62	21.45	21.88
	408*	17.33	18.55	19.85	21.24	22.09	22.54
	409*	17.86	19.11	20.45	21.89	22.77	23.23
Mechanic's Assistant-Tire (Night Shift)	411	\$16.94	\$18.13	\$19.40	\$20.76	\$21.59	\$22.03
	412*	17.45	18.68	19.99	21.39	22.25	22.70
	413*	17.98	19.24	20.59	22.04	22.93	23.39
	414*	18.50	19.80	21.19	22.68	23.59	24.07
Apprentice Mechanic (Day Shift) Entry Level Mechanic (Day Shift) Inventory Control Assistant (Day Shift)	421	\$15.92	\$17.04	\$18.24	\$19.52	\$20.30	\$20.71
	422*	16.39	17.54	18.77	20.09	20.90	21.32
	423*	16.87	18.06	19.33	20.69	21.52	21.95
	424*	17.39	18.61	19.92	21.32	22.18	22.63

PROPOSED TENTATIVE AGREEMENT
ATU
PROPOSED SALARY SCHEDULE 2014-15 = 3%

Classification	Training Classes (3%)*	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5 & 6	STEP 7+
Apprentice Mechanic (Swing Shift)	426	\$17.19	\$18.40	\$19.69	\$21.07	\$21.92	\$22.36
Entry Level Mechanic (Swing Shift)	427*	17.71	18.95	20.28	21.70	22.57	23.03
Inventory Control Assistant (Swing Shift)	428*	18.23	19.51	20.88	22.35	23.25	23.72
Journey Mechanic I (Day Shift)	429*	18.79	20.11	21.52	23.03	23.96	24.44
Apprentice Mechanic (Night Shift)	431	\$17.84	\$19.09	\$20.43	\$21.86	\$22.74	\$23.20
Entry Level Mechanic (Night Shift)	432*	18.36	19.65	21.03	22.51	23.41	23.88
Inventory Control Assistant (Night Shift)	433*	18.91	20.24	21.66	23.18	24.11	24.60
	434*	19.47	20.84	22.30	23.86	24.82	25.32
Bus Driver Instructor	441	\$16.64	\$17.81	\$19.06	\$20.40	\$21.22	\$21.65
Scheduling Technician	442*	17.15	18.35	19.64	21.02	21.86	22.30
Transportation Office Technician	443*	17.63	18.87	20.19	21.61	22.48	22.93
	444*	18.18	19.46	20.83	22.29	23.19	23.66
Journey Mechanic I (Swing Shift)	446	\$18.57	\$19.87	\$21.26	\$22.75	\$23.66	\$24.14
	447*	19.12	20.46	21.90	23.44	24.38	24.87
	448*	19.66	21.04	22.52	24.10	25.07	25.58
	449*	20.27	21.69	23.21	24.84	25.84	26.36
Journey Mechanic I (Night Shift)	451	\$19.24	\$20.59	\$22.04	\$23.59	\$24.54	\$25.03
	452*	19.83	21.22	22.71	24.30	25.28	25.79
	453*	20.41	21.84	23.37	25.01	26.01	26.53
	454*	21.02	22.50	24.08	25.77	26.80	27.34
Journey Mechanic II (Day Shift)	501	\$19.39	\$20.75	\$22.21	\$23.77	\$24.72	\$25.22
	502*	19.97	21.37	22.87	24.47	25.45	25.96
	503*	20.57	22.01	23.55	25.20	26.21	26.74
	504*	21.19	22.68	24.27	25.97	27.01	27.55
	505*	21.82	23.35	24.99	26.74	27.81	28.37
Journey Mechanic II (Swing Shift)	506	\$20.93	\$22.40	\$23.97	\$25.65	\$26.68	\$27.22
	507*	21.55	23.06	24.68	26.41	27.47	28.02
	508*	22.22	23.78	25.45	27.24	28.33	28.90
	509*	22.89	24.50	26.22	28.06	29.19	29.78
	510*	23.54	25.19	26.96	28.85	30.01	30.61
Journey Mechanic II (Night Shift)	511	\$21.70	\$23.22	\$24.85	\$26.59	\$27.66	\$28.22
	512*	22.36	23.93	25.61	27.41	28.51	29.08
	513*	23.03	24.65	26.38	28.23	29.36	29.95
	514*	23.73	25.39	27.17	29.08	30.25	30.86
	515*	24.43	26.14	27.97	29.93	31.13	31.76

PROPOSED TENTATIVE AGREEMENT
ATU
PROPOSED SALARY SCHEDULE 2014-15 = 3%

Classification	Training	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5 & 6	STEP 7+
	Classes (3%)*						
Lead Journey Mechanic II (Day Shift)	521	\$20.93	\$22.40	\$23.97	\$25.65	\$26.68	\$27.22
	522*	21.55	23.06	24.68	26.41	27.47	28.02
	523*	22.22	23.78	25.45	27.24	28.33	28.90
	524*	22.89	24.50	26.22	28.06	29.19	29.78
	525*	23.54	25.19	26.96	28.85	30.01	30.61
Lead Journey Mechanic II (Swing Shift)	526	\$22.59	\$24.18	\$25.88	\$27.70	\$28.81	\$29.39
	527*	23.27	24.90	26.65	28.52	29.66	30.26
	528*	23.99	25.67	27.47	29.40	30.58	31.20
	529*	24.73	26.46	28.32	30.31	31.53	32.16
	530*	25.44	27.22	29.13	31.17	32.42	33.07
Lead Journey Mechanic II (Night Shift)	531	\$23.44	\$25.08	\$26.84	\$28.72	\$29.87	\$30.47
	532*	24.16	25.85	27.66	29.60	30.79	31.41
	533*	24.88	26.63	28.50	30.50	31.73	32.37
	534*	25.62	27.42	29.34	31.40	32.66	33.32
	535*	26.39	28.24	30.22	32.34	33.64	34.32

PROPOSED TENTATIVE AGREEMENT
ATU
PROPOSED SALARY SCHEDULE 2015-16 = 3% STEP 5/6
PROPOSED SALARY SCHEDULE 2015-16 = 3.744% STEP 7

Classification	Training Classes (3%)*	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5 & 6	STEP 7+
Bus Attendant	301	\$11.89	\$12.73	\$13.63	\$14.59	\$15.62	\$16.52
	302*	12.24	13.10	14.02	15.01	16.06	16.98
	303*	12.61	13.50	14.45	15.47	16.56	17.51
	304*	12.99	13.90	14.88	15.93	17.05	18.03
Office Assistant - Transportation	361	\$13.53	\$14.48	\$15.50	\$16.59	\$17.76	\$18.78
	362*	13.93	14.91	15.96	17.08	18.28	19.33
	363*	14.34	15.35	16.43	17.58	18.81	19.89
	364*	14.79	15.83	16.94	18.13	19.40	20.51
Mechanic's Assistant-Fuel (Day Shift)	381	\$14.35	\$15.36	\$16.44	\$17.59	\$18.83	\$19.91
	382*	14.80	15.84	16.95	18.14	19.41	20.52
	383*	15.22	16.29	17.43	18.65	19.96	21.11
	384*	15.66	16.76	17.94	19.20	20.55	21.73
Mechanic's Assistant-Fuel (Swing Shift)	386	\$15.51	\$16.60	\$17.77	\$19.02	\$20.36	\$21.53
	387*	15.98	17.10	18.30	19.59	20.97	22.17
	388*	16.45	17.61	18.85	20.17	21.59	22.83
	389*	16.91	18.10	19.37	20.73	22.19	23.46
Mechanic's Assistant-Fuel (Night Shift)	391	\$16.08	\$17.21	\$18.42	\$19.71	\$21.09	\$22.30
	392*	16.56	17.72	18.96	20.29	21.71	22.96
	393*	17.07	18.27	19.55	20.92	22.39	23.68
	394*	17.54	18.77	20.09	21.50	23.01	24.33
Bus Driver	401	\$15.14	\$16.20	\$17.34	\$18.56	\$19.86	\$21.00
Mechanic's Assistant-Tire (Day Shift)	402*	15.59	16.69	17.86	19.11	20.45	21.62
	403*	16.07	17.20	18.41	19.70	21.08	22.29
	404*	16.53	17.69	18.93	20.26	21.68	22.93
Mechanic's Assistant-Tire (Swing Shift)	406	\$16.34	\$17.49	\$18.72	\$20.03	\$21.44	\$22.67
	407*	16.83	18.01	19.27	20.62	22.07	23.34
	408*	17.33	18.55	19.85	21.24	22.73	24.04
	409*	17.86	19.11	20.45	21.89	23.43	24.78
Mechanic's Assistant-Tire (Night Shift)	411	\$16.94	\$18.13	\$19.40	\$20.76	\$22.22	\$23.50
	412*	17.45	18.68	19.99	21.39	22.89	24.20
	413*	17.98	19.24	20.59	22.04	23.59	24.95
	414*	18.50	19.80	21.19	22.68	24.27	25.66
Apprentice Mechanic (Day Shift)	421	\$15.92	\$17.04	\$18.24	\$19.52	\$20.89	\$22.09
Entry Level Mechanic (Day Shift)	422*	16.39	17.54	18.77	20.09	21.50	22.73
Inventory Control Assistant (Day Shift)	423*	16.87	18.06	19.33	20.69	22.14	23.41
	424*	17.39	18.61	19.92	21.32	22.82	24.13

PROPOSED TENTATIVE AGREEMENT
ATU
PROPOSED SALARY SCHEDULE 2015-16 = 3% STEP 5/6
PROPOSED SALARY SCHEDULE 2015-16 = 3.744% STEP 7

Classification	Training Classes (3%)*	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5 & 6	STEP 7+
Apprentice Mechanic (Swing Shift)	426	\$17.19	\$18.40	\$19.69	\$21.07	\$22.55	\$23.85
Entry Level Mechanic (Swing Shift)	427*	17.71	18.95	20.28	21.70	23.22	24.55
Inventory Control Assistant (Swing Shift)	428*	18.23	19.51	20.88	22.35	23.92	25.29
Journey Mechanic I (Day Shift)	429*	18.79	20.11	21.52	23.03	24.65	26.07
Apprentice Mechanic (Night Shift)	431	\$17.84	\$19.09	\$20.43	\$21.86	\$23.39	\$24.73
Entry Level Mechanic (Night Shift)	432*	18.36	19.65	21.03	22.51	24.09	25.47
Inventory Control Assistant (Night Shift)	433*	18.91	20.24	21.66	23.18	24.81	26.24
	434*	19.47	20.84	22.30	23.86	25.53	27.00
Bus Driver Instructor	441	\$16.64	\$17.81	\$19.06	\$20.40	\$21.83	\$23.08
Scheduling Technician	442*	17.15	18.35	19.64	21.02	22.50	23.79
Transportation Office Technician	443*	17.63	18.87	20.19	21.61	23.13	24.46
	444*	18.18	19.46	20.83	22.29	23.85	25.22
Journey Mechanic I (Swing Shift)	446	\$18.57	\$19.87	\$21.26	\$22.75	\$24.35	\$25.75
	447*	19.12	20.46	21.90	23.44	25.08	26.52
	448*	19.66	21.04	22.52	24.10	25.79	27.27
	449*	20.27	21.69	23.21	24.84	26.58	28.11
Journey Mechanic I (Night Shift)	451	\$19.24	\$20.59	\$22.04	\$23.59	\$25.25	\$26.70
	452*	19.83	21.22	22.71	24.30	26.00	27.49
	453*	20.41	21.84	23.37	25.01	26.76	28.30
	454*	21.02	22.50	24.08	25.77	27.58	29.16
Journey Mechanic II (Day Shift)	501	\$19.39	\$20.75	\$22.21	\$23.77	\$25.44	\$26.90
	502*	19.97	21.37	22.87	24.47	26.19	27.69
	503*	20.57	22.01	23.55	25.20	26.97	28.52
	504*	21.19	22.68	24.27	25.97	27.79	29.39
	505*	21.82	23.35	24.99	26.74	28.62	30.26
Journey Mechanic II (Swing Shift)	506	\$20.93	\$22.40	\$23.97	\$25.65	\$27.45	\$29.03
	507*	21.55	23.06	24.68	26.41	28.26	29.88
	508*	22.22	23.78	25.45	27.24	29.15	30.82
	509*	22.89	24.50	26.22	28.06	30.03	31.75
	510*	23.54	25.19	26.96	28.85	30.87	32.64
Journey Mechanic II (Night Shift)	511	\$21.70	\$23.22	\$24.85	\$26.59	\$28.46	\$30.09
	512*	22.36	23.93	25.61	27.41	29.33	31.01
	513*	23.03	24.65	26.38	28.23	30.21	31.95
	514*	23.73	25.39	27.17	29.08	31.12	32.91
	515*	24.43	26.14	27.97	29.93	32.03	33.87

PROPOSED TENTATIVE AGREEMENT
 ATU
 PROPOSED SALARY SCHEDULE 2015-16 = 3% STEP 5/6
 PROPOSED SALARY SCHEDULE 2015-16 = 3.744% STEP 7

Classification	Training						
	Classes (3%)*	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5 & 6	STEP 7+
Lead Journey Mechanic II (Day Shift)	521	\$20.93	\$22.40	\$23.97	\$25.65	\$27.45	\$29.03
	522*	21.55	23.06	24.68	26.41	28.26	29.88
	523*	22.22	23.78	25.45	27.24	29.15	30.82
	524*	22.89	24.50	26.22	28.06	30.03	31.75
	525*	23.54	25.19	26.96	28.85	30.87	32.64
Lead Journey Mechanic II (Swing Shift)	526	\$22.59	\$24.18	\$25.88	\$27.70	\$29.64	\$31.34
	527*	23.27	24.90	26.65	28.52	30.52	32.27
	528*	23.99	25.67	27.47	29.40	31.46	33.27
	529*	24.73	26.46	28.32	30.31	32.44	34.30
	530*	25.44	27.22	29.13	31.17	33.36	35.28
Lead Journey Mechanic II (Night Shift)	531	\$23.44	\$25.08	\$26.84	\$28.72	\$30.74	\$32.51
	532*	24.16	25.85	27.66	29.60	31.68	33.50
	533*	24.88	26.63	28.50	30.50	32.64	34.51
	534*	25.62	27.42	29.34	31.40	33.60	35.53
	535*	26.39	28.24	30.22	32.34	34.61	36.60

SACRAMENTO COUNTY OFFICE OF EDUCATION

PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5, and CCR, Title V, Section 15449

Name of School District: Elk Grove Unified School District

Name of Bargaining Unit: Amalgamated Transit Union, Local 256

Certificated, Classified, Other: Certificated - non-management

The proposed agreement covers the period beginning: July 1, 2014 and ending: June 30, 2016
(date) (date)

The Governing Board will act upon the agreement on: May 5, 2015
(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 2014/15	FY 2014/15	FY 2015/16	FY 2016/17
1	Salary Schedule (This is to include Step and Columns, which is also reported separately in Item 6)	\$5,936,033	\$178,081	\$152,854	\$152,854
			0.03	0.025000187	0.024390422
2	Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$87,260	-\$87,260	\$0	\$0
	Description of other compensation:				
3	Statutory Benefits - STRS, PERS, FICA, WE, UI, Medicare, etc.	\$1,368,552	\$20,635	\$34,730	\$34,730
			0.01507798	0.025000234	0.024390467
4	Health/Welfare Plans		\$0	\$0	\$0
5	Total Compensation - Add Items 1 through 4 to equal 5	\$7,391,845	\$111,456	\$187,584	\$187,584
			0.01507824	0.02500020	0.02439043
6	Step and Column - Due to movement plus any changes due to settlement. This is a subset of Item No. 1	\$11,848	\$0	\$0	\$0
7	Total Number of Represented Employees (Use FTEs if appropriate)	159.5032	159.5032	159.5032	159.5032
8	Total Compensation <u>Average</u> Cost per Employee	\$46,343	\$699	\$1,176	\$1,176

- 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"?

N/A

- 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 rations, 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.)

N/A

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

The parties agree that on February 25, 2015, for the 2015-2016 school year, the District projected that it will receive approximately \$35,284,344 in funding and ongoing new State Local Control Funding Formula ("LCFF") revenue as part of its multi-year projection. The parties agree that if for the 2015-2016 school year, the District actually receives more than the \$35,284,344 projected on February 25, 2015 in ongoing new unrestricted Local Control Funding Formula (LCFF)-Base State revenue; then EGTEAM's proportionate share of the value of the new state ongoing unrestricted LCFF-Base revenue up to a maximum of 1% of compensation shall be added to the 2.5% salary increase for the 2015-2016 school year; and then added to 2014-2015 salary schedules, effective beginning July 1, 2015. The ongoing contingency amount up to a maximum of 1 % shall not be compounded with the 2.5% when added to the 2014-2015 salary schedules.

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 will increase deficit financing in 2014-15.

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.

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.)

Ongoing additional state revenue.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Bargaining Unit:		Unrestricted General Fund ATU		
	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 3/17/15)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$432,641,648			\$432,641,648
Remaining Revenues (8100-8799)	\$17,720,869			\$17,720,869
TOTAL REVENUES	\$450,362,517	\$0	\$0	\$450,362,517
EXPENDITURES				
Certificated Salaries (1000-1999)	\$215,977,952		\$2,918,508	\$218,896,460
Classified Salaries (2000-2999)	\$45,366,649	\$90,821	\$66,244	\$45,523,714
Employee Benefits (3000-3999)	\$95,020,996	\$20,635	\$439,454	\$95,481,085
Books and Supplies (4000-4999)	\$20,917,455			\$20,917,455
Services, Other Operating Expenses (5000-5999)	\$21,570,755			\$21,570,755
Capital Outlay (6000-6999)	\$5,779,165			\$5,779,165
Other Outgo (7100-7299) (7400-7499)	\$1,210,948			\$1,210,948
Direct Support/Indirect Cost (7300-7399)	-\$8,248,304			-\$8,248,304
Other Adjustments				\$0
TOTAL EXPENDITURES	\$397,595,616	\$111,456	\$3,424,206	\$401,131,278
OPERATING SURPLUS (DEFICIT)	\$52,766,901	-\$111,456	-\$3,424,206	\$49,231,239
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$4,385,237			\$4,385,237
TRANSFERS OUT & OTHER USES (7610-7699)	-\$1,256,756			-\$1,256,756
CONTRIBUTIONS (8980-8999)	-\$59,145,816		-\$1,002,234	-\$60,148,050
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	-\$3,250,434	-\$111,456	-\$4,426,440	-\$7,788,330
BEGINNING BALANCE	\$34,279,930			\$34,279,930
Prior-Year Adjustments/Restatements (9793/9795)				\$0
CURRENT-YEAR ENDING BALANCE	\$31,029,496	-\$111,456	-\$4,426,440	\$26,491,600
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$701,055			\$701,055
Reserved for Economic Uncertainties (9789)	\$11,450,000		\$110,000	\$11,560,000
Designated Amounts (9780)	\$18,878,441	-\$111,456	-\$4,536,440	\$14,230,545
Unappropriated Amounts (9790)	\$0	\$0	\$0	\$0

* Please see question on page 7.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Bargaining Unit:		Restricted General Fund ATU		
	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 3/17/15)	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)	\$103,044,661			\$103,044,661
TOTAL REVENUES	\$103,044,661	\$0	\$0	\$103,044,661
EXPENDITURES				
Certificated Salaries (1000-1999)	\$53,492,798		\$1,146,349	\$54,639,147
Classified Salaries (2000-2999)	\$25,827,988		\$70,859	\$25,898,847
Employee Benefits (3000-3999)	\$32,776,184		\$182,541	\$32,958,725
Books and Supplies (4000-4999)	\$22,432,577			\$22,432,577
Services, Other Operating Expenses (5000-5999)	\$30,023,791			\$30,023,791
Capital Outlay (6000-6999)	\$147,249			\$147,249
Other Outgo (7100-7299) (7400-7499)	\$1,830,689			\$1,830,689
Direct Support/Indirect Cost (7300-7399)	\$6,527,410			\$6,527,410
Other Adjustments				\$0
TOTAL EXPENDITURES	\$173,058,686	\$0	\$1,399,749	\$174,458,435
OPERATING SURPLUS (DEFICIT)	-\$70,014,025	\$0	-\$1,399,749	-\$71,413,774
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$0			\$0
TRANSFERS OUT & OTHER USES (7610-7699)	\$0			\$0
CONTRIBUTIONS (8980-8999)	\$59,145,816		\$1,002,234	\$60,148,050
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	-\$10,868,209	\$0	-\$397,515	-\$11,265,724
BEGINNING BALANCE	\$30,084,263			\$30,084,263
Prior-Year Adjustments/Restatements (9793/9795)				\$0
CURRENT-YEAR ENDING BALANCE	\$19,216,054	\$0	-\$397,515	\$18,818,539
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$19,216,054		-\$397,515	\$18,818,539
Reserved for Economic Uncertainties (9789)				\$0
Designated Amounts (9780)				\$0
Unappropriated Amounts (9790)	\$0	\$0	\$0	\$0

* Please see question on page 7.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Bargaining Unit: Combined General Fund
ATU

	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 3/17/15)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$432,641,648	\$0	\$0	\$432,641,648
Remaining Revenues (8100-8799)	\$120,765,530	\$0	\$0	\$120,765,530
TOTAL REVENUES	\$553,407,178	\$0	\$0	\$553,407,178
EXPENDITURES				
Certificated Salaries (1000-1999)	\$269,470,750	\$0	\$4,064,857	\$273,535,607
Classified Salaries (2000-2999)	\$71,194,637	\$90,821	\$137,103	\$71,422,561
Employee Benefits (3000-3999)	\$127,797,180	\$20,635	\$621,995	\$128,439,810
Books and Supplies (4000-4999)	\$43,350,032	\$0	\$0	\$43,350,032
Services, Other Operating Expenses (5000-5999)	\$51,594,546	\$0	\$0	\$51,594,546
Capital Outlay (6000-6999)	\$5,926,414	\$0	\$0	\$5,926,414
Other Outgo (7100-7299) (7400-7499)	\$3,041,637	\$0	\$0	\$3,041,637
Direct Support/Indirect Cost (7300-7399)	-\$1,720,894	\$0	\$0	-\$1,720,894
Other Adjustments	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$570,654,302	\$111,456	\$4,823,955	\$575,589,713
OPERATING SURPLUS (DEFICIT)	-\$17,247,124	-\$111,456	-\$4,823,955	-\$22,182,535
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$4,385,237	\$0	\$0	\$4,385,237
TRANSFERS OUT & OTHER USES (7610-7699)	-\$1,256,756	\$0	\$0	-\$1,256,756
CONTRIBUTIONS (8980-8999)	\$0	\$0	\$0	\$0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	-\$14,118,643	-\$111,456	-\$4,823,955	-\$19,054,054
BEGINNING BALANCE	\$64,364,193			\$64,364,193
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
CURRENT-YEAR ENDING BALANCE	\$50,245,550	-\$111,456	-\$4,823,955	\$45,310,139
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$19,917,109	\$0	-\$397,515	\$19,519,594
Reserved for Economic Uncertainties (9789)	\$11,450,000	\$0	\$110,000	\$11,560,000
Designated Amounts (9780)	\$18,878,441	-\$111,456	-\$4,536,440	\$14,230,545
Unappropriated Amounts - Unrestricted (9790)	\$0	\$0	\$0	\$0

I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Enter Bargaining Unit:		Combined General Fund ATU		
	2014-15	2015-16	2016-17	
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement	
REVENUES				
Revenue Limit Sources (8010-8099)	\$432,641,648	\$467,912,890	\$482,827,138	
Remaining Revenues (8100-8799)	\$120,765,530	\$127,451,766	\$117,199,650	
TOTAL REVENUES	\$553,407,178	\$595,364,656	\$600,026,788	
EXPENDITURES				
Certificated Salaries (1000-1999)	\$273,535,607	\$280,274,455	\$284,519,195	
Classified Salaries (2000-2999)	\$71,422,561	\$71,583,812	\$72,366,251	
Employee Benefits (3000-3999)	\$128,439,810	\$135,480,355	\$149,537,136	
Books and Supplies (4000-4999)	\$43,350,032	\$35,713,365	\$35,713,365	
Services, Other Operating Expenses (5000-5999)	\$51,594,546	\$49,385,302	\$49,925,231	
Capital Outlay (6000-6999)	\$5,926,414	\$147,249	\$147,249	
Other Outgo (7100-7299) (7400-7499)	\$3,041,637	\$2,955,437	\$3,018,437	
Direct Support/Indirect Cost (7300-7399)	-\$1,720,894	-\$1,720,894	-\$1,720,894	
Other Adjustments	\$0	\$0	\$0	
TOTAL EXPENDITURES	\$575,589,713	\$573,819,081	\$593,505,970	
OPERATING SURPLUS (DEFICIT)	-\$22,182,535	\$21,545,575	\$6,520,818	
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$4,385,237	\$0	\$0	
TRANSFERS OUT & OTHER USES (7610-7699)	-\$1,256,756	\$456,756	-\$1,705,797	
CONTRIBUTIONS (8980-8999)	\$0	\$0	\$0	
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	-\$19,054,054	\$22,002,331	\$4,815,021	
BEGINNING BALANCE	\$64,364,193	\$45,310,139	\$67,312,470	
CURRENT-YEAR ENDING BALANCE	\$45,310,139	\$67,312,470	\$72,127,491	
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$19,519,594	\$12,226,350	\$4,031,271	
Reserved for Economic Uncertainties - Unrestricted (9789)	\$11,560,000	\$11,500,000	\$11,910,000	
Reserved for Economic Uncertainties - Restricted (9770)				
Board Designated Amounts (9780)	\$14,230,545	\$43,586,120	\$56,186,220	
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

		2014-15	2015-16	2016-17
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$576,846,469	\$573,362,325	\$595,211,767
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	\$11,536,929	\$11,467,247	\$11,904,235

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

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$11,560,000	\$11,500,000	\$11,910,000
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	\$11,560,000	\$11,500,000	\$11,910,000
h.	Reserve for Economic Uncertainties Percentage	2.0%	2.0%	2.0%

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

2014-15	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2015-16	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2016-17	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. SALARY NOTIFICATION REQUIREMENT

The following section is applicable and should be completed when any Salary/Benefit Negotiations are settled after the district's final budget has been adopted.

COMPARISON OF PROPOSED AGREEMENT TO CHANGE IN DISTRICT BASE REVENUE LIMIT

(a) Current-Year LCFF Revenue Base Revenue Limit (BRL) per ADA: (obtain from the County Office-provided Revenue Limit run, Form RL, Line 4)	\$ <u>7261.00</u> (Estimated)
(b) Prior-Year Base Revenue Limit per ADA: (Form RL, Line 1)	\$ <u>6563.00</u> (Actual)
(c) Amount of Current-Year Increase: (a) minus (b)	\$ <u>698</u>
(d) Percentage Increase in Revenue BRL per ADA: (c) divided by (b)	10.64%
(e) Deficit: (Form RL, Line 9-a)	<u>0</u> %
(f) Percentage Increase in BRL after deficit:	0.00%
(g) Total Compensation Percentage Increase from Section A, Line 5, Page 1 for Current year (Year 1)	1.51%

L. 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 Business Officer of Elk Grove Unified School District (District), hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the Amalgamated Transit Union, Local 256, during the term of the agreement from July 1, 2015 to June 30, 2016.

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

Budget Adjustment Categories:

Revenues/Other Financing Sources

Expenditures/Other Financing Uses

Ending Balance Increase (Decrease)

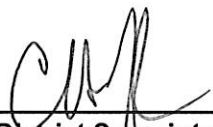
**Budget Adjustment
Increase (Decrease)**

0

(111,456)

111,456

 (No budget revisions necessary)



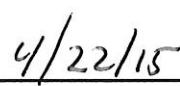
District Superintendent (Signature)
Christopher R. Hoffman



Date



Chief Business Officer (Signature)
Rich Fagan



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 Stenroos, Director of Budgets
Contact Person

(916) 686-7769 x 7667
Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on April 5, 2015 took action to approve the proposed Agreement with the Elk Grove Team for Education/Administrative Management and Support (EGTEAMS).

President (or Clerk), Governing Board
(Signature)

Date

Tentative Agreement
Between
Elk Grove Unified School District
And
Amalgamated Transit Union, Local 256
April 20, 2015

Elk Grove Unified School District (District) and the Amalgamated Transit Union, Local 256, collectively referred to as "the parties," have met and negotiated over wages, hours and other terms and conditions of employment.

The parties have considered their mutual interests and have agreed to enter into the following Tentative Agreement including Attachments A, B, C and D (collectively referred to as the "Agreement") to completely resolve negotiations for the 2014-2015 school year and 2015-2016 school year 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. The parties agree that this Agreement equals a compensation package of 1.5% plus the lottery bonus conversion of 1.5% for a total of 3% for the 2014-2015 school year, and a total of compensation package of 2.5% for the 2015-2016 school year.
2. The parties agree that if the contingency conditions described in Section 6 below are satisfied, an additional 1% shall be added to the total compensation package for the 2015-2016 school year.

2014-2015 Salary

3. a. Effective retroactive to July 1, 2014, the 2013-2014 ATU Salary Schedule, titled #20, shall be increased by 1.5 %.
- b. In order to be eligible for any retroactive payment, a unit member must have worked during the 2014-2015 school year.
- c. When added to the salary schedule, the 1.5% increase described in Section 3(a) shall not be compounded upon the lottery bonus conversion amount described in Section 4 below.

2014-2015 Lottery Conversion

4. a. Effective retroactive to July 1, 2014 and ongoing, the parties agree that the lottery bonus payment included in the parties' collective bargaining agreement under Section 22.201 shall be deleted from the parties' collective bargaining agreement and eliminated from practice. This means that in lieu of receiving a lottery bonus payment in

August of each school year for the prior school year, Section 4(b) below shall be implemented.

b. The parties agree that effective retroactive to July 1, 2014, in exchange for eliminating the annual lottery payment from the parties' collective bargaining agreement and practice, the 2013-2014 ATU Salary Schedule, titled #20, shall be increased by 1.5%. When added to the salary schedule, this 1.5% increase shall not be compounded upon the 2014-2015 increase described in Section 3(a) above.

c. In order to be eligible for the lottery retroactive payment described in Section 4(b), a unit member must have worked during the 2014-2015 school year.

2015-2016 Salary

5. a. Effective July 1, 2015, step 5/6 of the 2014-2015 ATU Salary Schedule, titled #20 shall be increased by 3% so that the difference between step 4 and step 5/6 is equal to 7%. Effective July 1, 2015, step 7 of the 2014-2015 ATU Salary Schedule, titled #20 shall be increased by 3.744% so that the difference between step 5/6 and step 7 is equal to 5.744%. The total value of the increases to step 5/6 and step 7 described in this section is equal to a 2.5% increase for the bargaining unit for the 2015-2016 school year and is consistent with Attachment D.

b. If the contingency requirements specified in Section 6 below are satisfied, when added to the salary schedule, the value of the 2.5% increase described in Section 5(a) above shall not be compounded with the 1% contingency amount described in Section 6 below.

c. If the ongoing contingency provisions described in Section 6 results in an ongoing increase for the 2015-2016 school year, then effective July 1, 2015, these contingency funds will first be added to step 7 of the 2014-2015 ATU Salary Schedule, titled #20 and to increase the difference between step 5/6 and step 7 to a rounded 7%. If any of the ongoing contingency amount is still available after rounding the difference between step 5/6 and step 7 to 7%, then any remaining ongoing contingency amount shall be applied equally to each cell on the ATU Salary Schedule, titled #20.

2015-2016 Contingency

6. The parties agree that on February 25, 2015, for the 2015-2016 school year, the District projected that it will receive approximately \$35,284,344 in funded and ongoing new State Local Control Funding Formula ("LCFF") revenue as part of its multi-year projection.

a. Ongoing New Unrestricted LCFF-Base Revenue-2015-2016 School Year

i. The parties agree that if for the 2015-2016 school year, the District actually receives more than the \$35,284,344 projected on February 25,

- 2015 in ongoing new unrestricted Local Control Funding Formula (LCFF)-Base State revenue;
- ii. then ATU's proportionate share of the value of the new State ongoing unrestricted LCFF-Base revenue up to a maximum of 1% of compensation shall be added to the 2.5% specified above in Section 5 for the 2015-2016 school year; and
 - iii. then added to 2014-2015 salary schedule, #20, effective beginning July 1, 2015 as described above in section 5. The ongoing contingency amount up to a maximum of 1% shall not be compounded with the 2.5% described in Section 5 above when added to the 2014-2015 salary schedule.
 - iv. If the contingency language described in this Section 6(a) results in an additional 1% ongoing increase for the 2015-2016 school year, then the Section 6(b) contingency regarding one-time money shall not be implemented.
 - v. ATU's "proportionate share" is defined as the ATU portion (percentage) of a 1% District-wide salary increase. A District-wide 1% compensation increase is estimated to be \$3.5 million for purposes of this Agreement.
 - vi. For purposes of this Agreement, LCFF-Base is defined to be 90% of new, ongoing, unrestricted LCFF revenue.

[Note: For illustration purposes only: If the District receives \$3.5 million in new, ongoing, unrestricted, LCFF-Base revenue and all other Section 6(a) requirements are satisfied, ATU will receive an additional 1% increase as described above. If the District receives \$1.75 million in new, ongoing, unrestricted LCFF-Base revenue and all other Section 6(a) requirements are satisfied, then ATU will receive an additional 0.5% increase as described above. The value of the \$3.5 million includes a similar salary schedule increase of 1% District-wide. The value of the \$1.75 million includes a similar salary schedule increase of 0.5% District-wide.]

b. One-time New Unrestricted Revenue-2015-2016 School Year

- i. If the contingency language described in Section 6(a) results in an additional 1% ongoing increase for the 2015-2016 school year, then this Section 6(b) contingency regarding one-time money shall not be implemented.
- ii. The parties agree that if for the 2015-2016 school year, the above Section 6(a) Ongoing New Unrestricted Revenue-2015-2016 School Year Contingency provision does not result in an additional 1% salary schedule increase for the 2015-2016 school year or less than a 1% increase for the 2015-2016 school year; and
- iii. if the District actually receives more than the \$10,724,474 in 2015-2016 projected on February 24, 2015 in one-time new unrestricted State revenue;

- iv. then ATU members who are eligible for the wellness rebate pursuant to the Agreement between the parties will receive an additional one-time wellness rebate for the 2015-2016 school year in an amount not to exceed a total of 1% when combined with any Section 6(a) ongoing contingency increase as calculated in this Section 6(b).
- v. ATU's "proportionate share" is defined as the ATU portion (percentage) of a 1% District-wide salary increase. A District-wide 1% compensation increase is estimated to be \$3.5 million for purposes of this Agreement.
- vi. LCFF-Base revenue does not include any LCFF-supplemental and/or LCFF-concentration revenue. For purposes of this Agreement, LCFF-Base is equal to 90% of new, ongoing, unrestricted LCFF revenue.
- vii. The value of the 5% rebate calculation shall be based upon the 2013-2014, 5% rebate amount of approximately \$2,107,719. For example, if the District receives \$2,107,719 in unrestricted one-time new 2015-2016 revenue, an additional 5% shall be provided to bargaining unit members eligible for the wellness rebate. The rebate value shall be adjusted for a greater or lower number adequate to backfill for the difference between any ongoing contingency increase provided pursuant to Section 6(a) above and any new unrestricted one-time money for the 2015-2016 school year, up to a total value not to exceed 1% in new compensation. (6(a) and 6(b) combined.)

[Note: For illustration purposes only. If the Section 6(a) ongoing contingency does not result in an ongoing increase of 1% in compensation for the 2015-2016 school year and the District receives \$2,107,719 in new one-time State unrestricted funding for the 2015-2016 school year, then ATU members who comply with the wellness rebate eligibility requirements specified in Section 1.b. of the June 6, 2012 Tentative Agreement shall receive an additional one-time 5% rebate for the 2015-2016 school year only.]

- 7. Within 30 calendar days after adoption of the State Budget, the District will determine if the contingency requirements described above in Section 6 have been met and notify ATU of its conclusion in writing.
- 8. If the ongoing and/or one-time contingency provisions described in Section 6 are not triggered, only the 2.5% increase as described in Section 5 above shall be implemented for the 2015-2016 school year.
- 9. The State LCFF rules and calculations are subject to change by the State Legislature upon adoption of a final 2015-2016 State Budget. Therefore, it is impossible for the parties to accurately predict any LCFF changes to the 2015-2016 State Budget. If the parties disagree as to whether or not the contingency requirements specified in Section 6 above have been met, they agree to meet and negotiate the issue.

Increased Costs for Health Benefits

10. Consistent with parties' collective bargaining agreement, the District is responsible for its share of the increased costs for health benefits. It is noted that for the 2014-2015 school year the cost to the District of its increased share was equivalent to a 1.40% increase in compensation and for the 2015-2016 school year, the District's increased costs for health benefits is equivalent to 0.5% increase in compensation.

Sick Leave

11. Consistent with changes in State law regarding the definition of "family members" with regard to allowable uses of sick leave, the parties agree to amend sub-Article 20.1(h) to read as follows:

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

12. Consistent with changes in State law regarding the allowable uses of sick leave for purposes of accommodating victims of domestic violence, sexual assault, and stalking, the parties agree to amend sub-Article 20.206 to read as follows:
Add sub-Article 20.206 to read as follows:

Employees are encouraged to use their sick leave when they are ill to enable them to regain and remain in good health. Among the reasons for which sick leave may be used are dental care, doctor visits, or other health purposes which require specialized treatment for themselves or ~~any member of the immediate family person in the household~~. Sick leave may also be used by an employee who is a victim of domestic violence, sexual assault, or stalking for the following reasons: obtaining or attempting to obtain any relief, including, but not limited to, a temporary restraining order, a restraining order, or other injunctive relief, to help ensure the health, safety, or welfare of the victim or his or her child; seeking medical attention for injuries caused by domestic violence, sexual assault, or stalking; obtaining services from a domestic violence shelter, program, or rape crisis center as a result of domestic violence, sexual assault, or stalking; obtaining psychological counseling related to an experience of domestic violence, sexual assault, or stalking; and participating in safety planning and taking other actions to increase safety from future domestic violence, sexual assault, or stalking, including temporary or permanent relocation.

Comparability Study

13. The parties agree to participate in a District-wide Comparability Study Committee with the District to identify comparable districts in terms of LCFF funding, regional location and size, as well as to determine whether the District's compensation, class size, work time, working conditions and benefits are comparable from a market perspective, and other agreed upon metrics.

CalPERS

14. The parties recognize that CalPERS, at its discretion, determines members' eligibility for CalPERS benefits; the District makes no representation as to whether any compensation paid in accordance with this Tentative Agreement constitutes "creditable compensation" for any CalPERS program or benefit.

Organizational Security

15. The parties agree to revise Article 6, Organizational Security, Section 6.2 as follows: "The service fee shall not exceed will be 95 80% of regular dues."

Catastrophic Leave

16. The parties agree to revise section 20.23 by adding the following:

In order for a request for catastrophic leave to be approved, signed written documentation from a licensed physician is required to verify that the basis for the request for catastrophic leaves satisfies the definition of catastrophic illness or injury consistent with section 20.2304(a).

The maximum amount of catastrophic leave that may be granted at one time is up to a maximum of 30 days of catastrophic leave. Additional catastrophic leave requests may be made at the expiration of catastrophic leave. Approvals of catastrophic leave requests are not guaranteed.

The parties agree to continue to meet in a committee to study the catastrophic leave program and develop recommendations for improvement of the program.

Personnel Necessity

17. The parties agree to add the following to section 20.1003:

Unit members may utilize Personal Necessity Leave in one half-day increments, based upon their assigned day, for a maximum of seven instances of one half days of usage each school year.

Request for Leave of Absence-Classified Employee

18. The parties agree to Attachment A, the new "Request for Leave of Absence-Classified Employee" form.

Classified Evaluation Form

19. The parties agree to Attachment B, the new Classified Evaluation Form.

20. Extra Boards and Field Trip Utility Driver

Effective July 1, 2015, the parties agree to the following:

a. The parties agree to incorporate Attachment C into Article 12 of the parties' collective bargaining agreement.

b. The parties agree that there shall be seven Field Trip Utility Drivers.

c. The parties agree that the District shall create a Dispatcher position, Range 441.

21. Revise Section 20.2201

The parties agree to revise the first paragraph of Section 20.2201 and Section 20.2201(a) as follows:

20.22 VACATION SCHEDULING

20.2201 The District and the Union agree to ~~create a committee work together on out~~ the specific language which will allow for bidding of vacation slots ~~in the~~ Fall bidding process of 1993. The agreed upon language will incorporate the following concepts:

- a. The annual vacation bidding process will occur no later than May 15 each year ~~is expected to occur within the same week as the annual route bid process.~~ All unit members must declare vacation time off or vacation payout, at this time. Specific dates and times will be assigned. Proxy bids must be submitted for any unit member unavailable to attend this process. Vacation dates ~~or payout~~ will be assigned if unit members fail to complete the process.

Duration

For ATU

Dated: 4-20-2015

Margaret Nordquist
Brenda Kuehl
Karen Resendes
Rich Z
Gary Olson
M. P.
Joe Pineda

Dated: 4-20-15

Paul Stone

**ELK GROVE UNIFIED SCHOOL DISTRICT
AMALGAMATED TRANSIT UNION (ATU)
Salary Schedule #20
2014/15**

Classification	Training Classes (3%)*	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5 & 6	STEP 7+
Bus Attendant	301	\$11.89	\$12.73	\$13.63	\$14.59	\$15.18	\$15.49
	302*	12.24	13.10	14.02	15.01	15.61	15.93
	303*	12.61	13.50	14.45	15.47	16.09	16.42
	304*	12.99	13.90	14.88	15.93	16.57	16.91
Office Assistant - Transportation	361	\$13.53	\$14.48	\$15.50	\$16.59	\$17.26	\$17.61
	362*	13.93	14.91	15.96	17.08	17.77	18.13
	363*	14.34	15.35	16.43	17.58	18.29	18.66
	364*	14.79	15.83	16.94	18.13	18.86	19.24
Mechanic's Assistant-Fuel (Day Shift)	381	\$14.35	\$15.36	\$16.44	\$17.59	\$18.30	\$18.67
	382*	14.80	15.84	16.95	18.14	18.87	19.25
	383*	15.22	16.29	17.43	18.65	19.40	19.79
	384*	15.66	16.76	17.94	19.20	19.97	20.37
Mechanic's Assistant-Fuel (Swing Shift)	386	\$15.51	\$16.60	\$17.77	\$19.02	\$19.78	\$20.18
	387*	15.98	17.10	18.30	19.59	20.38	20.79
	388*	16.45	17.61	18.85	20.17	20.98	21.40
	389*	16.91	18.10	19.37	20.73	21.56	22.00
Mechanic's Assistant-Fuel (Night Shift)	391	\$16.08	\$17.21	\$18.42	\$19.71	\$20.50	\$20.91
	392*	16.56	17.72	18.96	20.29	21.11	21.54
	393*	17.07	18.27	19.55	20.92	21.76	22.20
	394*	17.54	18.77	20.09	21.50	22.36	22.81
Bus Driver	401	\$15.14	\$16.20	\$17.34	\$18.56	\$19.31	\$19.70
Mechanic's Assistant-Tire (Day Shift)	402*	15.59	16.69	17.86	19.11	19.88	20.28
	403*	16.07	17.20	18.41	19.70	20.49	20.90
	404*	16.53	17.69	18.93	20.26	21.07	21.50
Mechanic's Assistant-Tire (Swing Shift)	406	\$16.34	\$17.49	\$18.72	\$20.03	\$20.84	\$21.26
	407*	16.83	18.01	19.27	20.62	21.45	21.88
	408*	17.33	18.55	19.85	21.24	22.09	22.54
	409*	17.86	19.11	20.45	21.89	22.77	23.23
Mechanic's Assistant-Tire (Night Shift)	411	\$16.94	\$18.13	\$19.40	\$20.76	\$21.59	\$22.03
	412*	17.45	18.68	19.99	21.39	22.25	22.70
	413*	17.98	19.24	20.59	22.04	22.93	23.39
	414*	18.50	19.80	21.19	22.68	23.59	24.07
Apprentice Mechanic (Day Shift)	421	\$15.92	\$17.04	\$18.24	\$19.52	\$20.30	\$20.71
Entry Level Mechanic (Day Shift)	422*	16.39	17.54	18.77	20.09	20.90	21.32
Inventory Control Assistant (Day Shift)	423*	16.87	18.06	19.33	20.69	21.52	21.95
	424*	17.39	18.61	19.92	21.32	22.18	22.63

**ELK GROVE UNIFIED SCHOOL DISTRICT
AMALGAMATED TRANSIT UNION (ATU)
Salary Schedule #20
2014/15**

Classification	Training	EXPERIENCE STEPS					
	Classes (3%)*	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5 & 6	STEP 7+
Apprentice Mechanic (Swing Shift)	426	\$17.19	\$18.40	\$19.69	\$21.07	\$21.92	\$22.36
Entry Level Mechanic (Swing Shift)	427*	17.71	18.95	20.28	21.70	22.57	23.03
Inventory Control Assistant (Swing Shift)	428*	18.23	19.51	20.88	22.35	23.25	23.72
Journey Mechanic I (Day Shift)	429*	18.79	20.11	21.52	23.03	23.96	24.44
Apprentice Mechanic (Night Shift)	431	\$17.84	\$19.09	\$20.43	\$21.86	\$22.74	\$23.20
Entry Level Mechanic (Night Shift)	432*	18.36	19.65	21.03	22.51	23.41	23.88
Inventory Control Assistant (Night Shift)	433*	18.91	20.24	21.66	23.18	24.11	24.60
	434*	19.47	20.84	22.30	23.86	24.82	25.32
Bus Driver Instructor	441	\$16.64	\$17.81	\$19.06	\$20.40	\$21.22	\$21.65
Scheduling Technician	442*	17.15	18.35	19.64	21.02	21.86	22.30
Transportation Office Technician	443*	17.63	18.87	20.19	21.61	22.48	22.93
	444*	18.18	19.46	20.83	22.29	23.19	23.66
Journey Mechanic I (Swing Shift)	446	\$18.57	\$19.87	\$21.26	\$22.75	\$23.66	\$24.14
	447*	19.12	20.46	21.90	23.44	24.38	24.87
	448*	19.66	21.04	22.52	24.10	25.07	25.58
	449*	20.27	21.69	23.21	24.84	25.84	26.36
Journey Mechanic I (Night Shift)	451	\$19.24	\$20.59	\$22.04	\$23.59	\$24.54	\$25.03
	452*	19.83	21.22	22.71	24.30	25.28	25.79
	453*	20.41	21.84	23.37	25.01	26.01	26.53
	454*	21.02	22.50	24.08	25.77	26.80	27.34
Journey Mechanic II (Day Shift)	501	\$19.39	\$20.75	\$22.21	\$23.77	\$24.72	\$25.22
	502*	19.97	21.37	22.87	24.47	25.45	25.96
	503*	20.57	22.01	23.55	25.20	26.21	26.74
	504*	21.19	22.68	24.27	25.97	27.01	27.55
	505*	21.82	23.35	24.99	26.74	27.81	28.37
Journey Mechanic II (Swing Shift)	506	\$20.93	\$22.40	\$23.97	\$25.65	\$26.68	\$27.22
	507*	21.55	23.06	24.68	26.41	27.47	28.02
	508*	22.22	23.78	25.45	27.24	28.33	28.90
	509*	22.89	24.50	26.22	28.06	29.19	29.78
	510*	23.54	25.19	26.96	28.85	30.01	30.61
Journey Mechanic II (Night Shift)	511	\$21.70	\$23.22	\$24.85	\$26.59	\$27.66	\$28.22
	512*	22.36	23.93	25.61	27.41	28.51	29.08
	513*	23.03	24.65	26.38	28.23	29.36	29.95
	514*	23.73	25.39	27.17	29.08	30.25	30.86
	515*	24.43	26.14	27.97	29.93	31.13	31.76

**ELK GROVE UNIFIED SCHOOL DISTRICT
AMALGAMATED TRANSIT UNION (ATU)
Salary Schedule #20
2014/15**

Classification	Training Classes (3%)*	EXPERIENCE STEPS					
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5 & 6	STEP 7+	
Lead Journey Mechanic II (Day Shift)	521	\$20.93	\$22.40	\$23.97	\$25.65	\$26.68	\$27.22
	522*	21.55	23.06	24.68	26.41	27.47	28.02
	523*	22.22	23.78	25.45	27.24	28.33	28.90
	524*	22.89	24.50	26.22	28.06	29.19	29.78
	525*	23.54	25.19	26.96	28.85	30.01	30.61
Lead Journey Mechanic II (Swing Shift)	526	\$22.59	\$24.18	\$25.88	\$27.70	\$28.81	\$29.39
	527*	23.27	24.90	26.65	28.52	29.66	30.26
	528*	23.99	25.67	27.47	29.40	30.58	31.20
	529*	24.73	26.46	28.32	30.31	31.53	32.16
	530*	25.44	27.22	29.13	31.17	32.42	33.07
Lead Journey Mechanic II (Night Shift)	531	\$23.44	\$25.08	\$26.84	\$28.72	\$29.87	\$30.47
	532*	24.16	25.85	27.66	29.60	30.79	31.41
	533*	24.88	26.63	28.50	30.50	31.73	32.37
	534*	25.62	27.42	29.34	31.40	32.66	33.32
	535*	26.39	28.24	30.22	32.34	33.64	34.32

Effective July 1, 2002: What was previously known as "night shift" became "swing shift" and a new "night shift" range was created.

* Advancement to training class levels is based upon units/credits earned after date of hire.

~ For newly hired employees, initial salary placement is based on prior years of related/parallel, full time, evaluated work experience within the last 7 years. This work experience must be verifiable. Initial salary placement may be contested only during the employee's probationary period.

LONGEVITY BONUS AT COMPLETION OF:	7th year	\$560	16th year	\$1,363
	10th year	\$829	19th year	\$1,635
	13th year	\$1,087	22nd year	\$1,913
			25th year	\$2,190

SUBSTITUTE EMPLOYEES:

- All classified substitutes shall be paid at step 1 of the classification in which they substitute.
- All EGUSD retirees, when substituting in the classification from which they left the District, shall be paid at the step they were on when they retired. They will be paid at step 1 while substituting in other classifications.
- Will be paid according to the above policy unless otherwise approved by the Director for Classified Personnel.
- The pay period is from the 21st of the month to the 20th 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 07/01/14, a 3% salary increase was applied to the 2013-2014 salary schedule.

Revised 07/01/14 - changed fiscal year dates.

**ELK GROVE UNIFIED SCHOOL DISTRICT
AMALGAMATED TRANSIT UNION (ATU)
Salary Schedule #20
2015/16**

Classification	Training Classes (3%)*	EXPERIENCE STEPS					
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5 & 6	STEP 7+	
Bus Attendant	301	\$11.89	\$12.73	\$13.63	\$14.59	\$15.62	\$16.52
	302*	12.24	13.10	14.02	15.01	16.06	16.98
	303*	12.61	13.50	14.45	15.47	16.56	17.51
	304*	12.99	13.90	14.88	15.93	17.05	18.03
Office Assistant - Transportation	361	\$13.53	\$14.48	\$15.50	\$16.59	\$17.76	\$18.78
	362*	13.93	14.91	15.96	17.08	18.28	19.33
	363*	14.34	15.35	16.43	17.58	18.81	19.89
	364*	14.79	15.83	16.94	18.13	19.40	20.51
Mechanic's Assistant-Fuel (Day Shift)	381	\$14.35	\$15.36	\$16.44	\$17.59	\$18.83	\$19.91
	382*	14.80	15.84	16.95	18.14	19.41	20.52
	383*	15.22	16.29	17.43	18.65	19.96	21.11
	384*	15.66	16.76	17.94	19.20	20.55	21.73
Mechanic's Assistant-Fuel (Swing Shift)	386	\$15.51	\$16.60	\$17.77	\$19.02	\$20.36	\$21.53
	387*	15.98	17.10	18.30	19.59	20.97	22.17
	388*	16.45	17.61	18.85	20.17	21.59	22.83
	389*	16.91	18.10	19.37	20.73	22.19	23.46
Mechanic's Assistant-Fuel (Night Shift)	391	\$16.08	\$17.21	\$18.42	\$19.71	\$21.09	\$22.30
	392*	16.56	17.72	18.96	20.29	21.71	22.96
	393*	17.07	18.27	19.55	20.92	22.39	23.68
	394*	17.54	18.77	20.09	21.50	23.01	24.33
Bus Driver	401	\$15.14	\$16.20	\$17.34	\$18.56	\$19.86	\$21.00
	402*	15.59	16.69	17.86	19.11	20.45	21.62
	403*	16.07	17.20	18.41	19.70	21.08	22.29
	404*	16.53	17.69	18.93	20.26	21.68	22.93
Mechanic's Assistant-Tire (Day Shift)	406	\$16.34	\$17.49	\$18.72	\$20.03	\$21.44	\$22.67
	407*	16.83	18.01	19.27	20.62	22.07	23.34
	408*	17.33	18.55	19.85	21.24	22.73	24.04
	409*	17.86	19.11	20.45	21.89	23.43	24.78
Mechanic's Assistant-Tire (Swing Shift)	411	\$16.94	\$18.13	\$19.40	\$20.76	\$22.22	\$23.50
	412*	17.45	18.68	19.99	21.39	22.89	24.20
	413*	17.98	19.24	20.59	22.04	23.59	24.95
	414*	18.50	19.80	21.19	22.68	24.27	25.66
Mechanic's Assistant-Tire (Night Shift)	421	\$15.92	\$17.04	\$18.24	\$19.52	\$20.89	\$22.09
	422*	16.39	17.54	18.77	20.09	21.50	22.73
	423*	16.87	18.06	19.33	20.69	22.14	23.41
	424*	17.39	18.61	19.92	21.32	22.82	24.13
Apprentice Mechanic (Day Shift)							
Entry Level Mechanic (Day Shift)							
Inventory Control Assistant (Day Shift)							

**ELK GROVE UNIFIED SCHOOL DISTRICT
AMALGAMATED TRANSIT UNION (ATU)
Salary Schedule #20
2015/16**

Classification	Training Classes (3%)*	EXPERIENCE STEPS					
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5 & 6	STEP 7+
Apprentice Mechanic (Swing Shift)	426	\$17.19	\$18.40	\$19.69	\$21.07	\$22.55	\$23.85
Entry Level Mechanic (Swing Shift)	427*	17.71	18.95	20.28	21.70	23.22	24.55
Inventory Control Assistant (Swing Shift)	428*	18.23	19.51	20.88	22.35	23.92	25.29
Journey Mechanic I (Day Shift)	429*	18.79	20.11	21.52	23.03	24.65	26.07
Apprentice Mechanic (Night Shift)	431	\$17.84	\$19.09	\$20.43	\$21.86	\$23.39	\$24.73
Entry Level Mechanic (Night Shift)	432*	18.36	19.65	21.03	22.51	24.09	25.47
Inventory Control Assistant (Night Shift)	433*	18.91	20.24	21.66	23.18	24.81	26.24
	434*	19.47	20.84	22.30	23.86	25.53	27.00
Bus Driver Instructor	441	\$16.64	\$17.81	\$19.06	\$20.40	\$21.83	\$23.08
Scheduling Technician	442*	17.15	18.35	19.64	21.02	22.50	23.79
Transportation Office Technician	443*	17.63	18.87	20.19	21.61	23.13	24.46
	444*	18.18	19.46	20.83	22.29	23.85	25.22
Journey Mechanic I (Swing Shift)	446	\$18.57	\$19.87	\$21.26	\$22.75	\$24.35	\$25.75
	447*	19.12	20.46	21.90	23.44	25.08	26.52
	448*	19.66	21.04	22.52	24.10	25.79	27.27
	449*	20.27	21.69	23.21	24.84	26.58	28.11
Journey Mechanic I (Night Shift)	451	\$19.24	\$20.59	\$22.04	\$23.59	\$25.25	\$26.70
	452*	19.83	21.22	22.71	24.30	26.00	27.49
	453*	20.41	21.84	23.37	25.01	26.76	28.30
	454*	21.02	22.50	24.08	25.77	27.58	29.16
Journey Mechanic II (Day Shift)	501	\$19.39	\$20.75	\$22.21	\$23.77	\$25.44	\$26.90
	502*	19.97	21.37	22.87	24.47	26.19	27.69
	503*	20.57	22.01	23.55	25.20	26.97	28.52
	504*	21.19	22.68	24.27	25.97	27.79	29.39
	505*	21.82	23.35	24.99	26.74	28.62	30.26
Journey Mechanic II (Swing Shift)	506	\$20.93	\$22.40	\$23.97	\$25.65	\$27.45	\$29.03
	507*	21.55	23.06	24.68	26.41	28.26	29.88
	508*	22.22	23.78	25.45	27.24	29.15	30.82
	509*	22.89	24.50	26.22	28.06	30.03	31.75
	510*	23.54	25.19	26.96	28.85	30.87	32.64
Journey Mechanic II (Night Shift)	511	\$21.70	\$23.22	\$24.85	\$26.59	\$28.46	\$30.09
	512*	22.36	23.93	25.61	27.41	29.33	31.01
	513*	23.03	24.65	26.38	28.23	30.21	31.95
	514*	23.73	25.39	27.17	29.08	31.12	32.91
	515*	24.43	26.14	27.97	29.93	32.03	33.87

**ELK GROVE UNIFIED SCHOOL DISTRICT
AMALGAMATED TRANSIT UNION (ATU)
Salary Schedule #20
2015/16**

Classification	Training Classes (3%)*	EXPERIENCE STEPS					
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5 & 6	STEP 7+	
Lead Journey Mechanic II (Day Shift)	521	\$20.93	\$22.40	\$23.97	\$25.65	\$27.45	\$29.03
	522*	21.55	23.06	24.68	26.41	28.26	29.88
	523*	22.22	23.78	25.45	27.24	29.15	30.82
	524*	22.89	24.50	26.22	28.06	30.03	31.75
	525*	23.54	25.19	26.96	28.85	30.87	32.64
Lead Journey Mechanic II (Swing Shift)	526	\$22.59	\$24.18	\$25.88	\$27.70	\$29.64	\$31.34
	527*	23.27	24.90	26.65	28.52	30.52	32.27
	528*	23.99	25.67	27.47	29.40	31.46	33.27
	529*	24.73	26.46	28.32	30.31	32.44	34.30
	530*	25.44	27.22	29.13	31.17	33.36	35.28
Lead Journey Mechanic II (Night Shift)	531	\$23.44	\$25.08	\$26.84	\$28.72	\$30.74	\$32.51
	532*	24.16	25.85	27.66	29.60	31.68	33.50
	533*	24.88	26.63	28.50	30.50	32.64	34.51
	534*	25.62	27.42	29.34	31.40	33.60	35.53
	535*	26.39	28.24	30.22	32.34	34.61	36.60

Effective July 1, 2002: What was previously known as "night shift" became "swing shift" and a new "night shift" range was created.

* Advancement to training class levels is based upon units/credits earned after date of hire.

~ For newly hired employees, initial salary placement is based on prior years of related/parallel, full time, evaluated work experience within the last 7 years. This work experience must be verifiable. Initial salary placement may be contested only during the employee's probationary period.

LONGEVITY BONUS AT COMPLETION OF:	7th year	\$574	16th year	\$1,397
	10th year	\$850	19th year	\$1,676
	13th year	\$1,114	22nd year	\$1,961
			25th year	\$2,245

SUBSTITUTE EMPLOYEES:

- All classified substitutes shall be paid at step 1 of the classification in which they substitute.
- All EGUSD retirees, when substituting in the classification from which they left the District, shall be paid at the step they were on when they retired. They will be paid at step 1 while substituting in other classifications.
- Will be paid according to the above policy unless otherwise approved by the Director for Classified Personnel.
- The pay period is from the 21st of the month to the 20th of the following month. Payroll will mail your check to your mailing address on or before the 10th or 17th of the following month.

Board Agenda Item

Supplement No. _____

Meeting Date May 5, 2015**Subject:**Department: Education Services**Revisions to Board Policy 3531.3 – Tobacco-Free Schools****Action Requested:**

The Board of Education is requested to receive and provide input to the first reading of the proposed board policy revision to 3531.3 – Tobacco-Free Schools, as aligned with the California School Board Association (CSBA).

Discussion:

A review of the existing board policy showed that our current policy needed to be updated. The necessary changes are suggested to the following Board Policy in the 5000 Instruction series:

BP 3531.3 – Tobacco-Free Schools

Any new or replacement language aligns with the California School Boards Association (CSBA) model policies.

Note: The proposed revised policy will be forwarded prior to the Board meeting.

Financial Summary:

No financial impact.

Prepared By: Mark CeruttiDepartment Approval: Mark Cerutti *M.C.*

Prepared By: _____

Superintendent Approval: Christopher R. Hoffman *CH*

Board Agenda Item**Subject:**Department: Education Services**Revisions to Board Policy 5131.62 – Tobacco****Action Requested:**

The Board of Education is requested to receive and provide input to the first reading of the proposed board policy revision to 5131.62 - Tobacco, as aligned with the California School Board Association (CSBA).

Discussion:

A review of the existing board policy showed that our current policy needed to be updated. The necessary changes are suggested to the following Board Policy in the 5000 Instruction series:

BP 5131.62 - Tobacco

Any new or replacement language aligns with the California School Boards Association (CSBA) model policies.

Note: The proposed revised policy will be forwarded prior to the Board meeting.

Financial Summary:

No financial impact.

Prepared By: Mark CeruttiDepartment Approval: Mark Cerutti *M.C.*

Prepared By: _____

Superintendent Approval: Christopher R. Hoffman *CH*

ELK GROVE UNIFIED SCHOOL DISTRICT

Agenda Item No: 13

Board Agenda Item

Supplement No. _____

Meeting Date 5-5-15

Subject: Approval of Minutes

Department: Board of Education

Action Requested: Approve minutes of the regular board meeting held April 21, 2015 and the special board meetings held April 14 and 22, 2015.

Discussion:

Financial Summary:

Prepared By: _____ Department Approval: _____

Prepared By: _____ Superintendent Approval: Christopher R. Hoffman

CH

Agenda Item No. _____

Board Agenda Item

Supplement No. _____

Meeting Date May 5, 2015**Subject:** Personnel Actions**Division:** Human Resources**Action Requested:**

Recommend the Board of Education approve the personnel actions as attached.

Discussion:**CERTIFICATED:**

APPROVE:

1. Leave(s) of Absence
2. Resignation(s)
3. Retirement(s)

CLASSIFIED:

APPROVE:

1. New Hire(s) [10]
2. Leave(s) of Absence
3. Promotion(s)
4. Resignation(s)
5. Retirement(s)
6. Returning from Leave(s)
7. Status Change(s)

Financial Summary:Prepared by: Bindy Grewal, Ed.D.Departmental Approval:  Brandon Krueger, Ed.D.Prepared by: Evelyn LaluanSuperintendent Approval:  Christopher R. Hoffman

Subject:Department: Curriculum and Professional Learning

Certification of Administrator's Competence to Evaluate

Action Requested:

The Board of Education is requested to grant Certification of Administrator's Competence to Evaluate to the below newly-hired district administrator who has successfully completed the District's training process.

Discussion:

The District provides training to all newly-hired administrators to certify their competence to evaluate employees. Following Education Code 35160.5, Requirement of District Policies for Competency of Personnel Assigned to Evaluate and Board Policy 4115.1, Certification of Administrator's Competence to Evaluate, the District uses the following process to certify each administrator's competence to evaluate:

1. Individual instruction or attendance at a series of workshops on evaluation processes and procedures;
2. Demonstration of effective evaluation skills as certified by a trained observer who is a certificated manager.

The following administrator has successfully completed the administrative training process and is being recommended to obtain their Certification of Administrator's Competence to Evaluate:

Jodie Cooper-Hoffman, Joseph Sims Elementary School

Financial Summary:

N/A

Prepared By: Anna Trunnell  Division Approval: _____ Mark Cerutti Prepared By: _____ Superintendent's Approval: _____ Christopher R. Hoffman 

Board Agenda Item

Subject:**APPROVAL OF PURCHASE ORDER HISTORY.**Department: Finance & School Support**Action Requested:**

The Board of Education is asked to approve purchase orders for the weeks of March 27, 2015 through April 9, 2015.

Discussion:

The Purchase Order History and Cost Modifications for the month of March 27, 2015 through April 9, 2015 are listed below. The purchase orders are on file in the Purchasing Department if you wish to review them.

Encumbrances:

<u>Fund</u>	<u>Purchase Orders Issued</u>	<u>Purchase Order Encumbrance Costs</u>
01 General	485	\$ 493,820.60
09 Charter School Funds	4	\$ 1,613.08
11 Adult Education Fund	1	\$ 148.98
12 Child Development Fund	14	\$ 8,583.39
13 Cafeteria Special Revenue Fund	5	\$ 6,454.81
25 Capital Facilities Fund	1	\$ 14,400.00
35 State School Facilities Fund	16	\$ 212,015.36
49 Special Projects Fund	1	\$ 2,293.92
67 Self Insurance Fund	2	\$ 638.71
Total Encumbrances		\$ 739,968.85

Modifications:

<u>Fund</u>	<u>Purchase Orders Modified</u>	<u>Purchase Order Modification Costs</u>
01 General	38	\$ 131,932.62
11 Adult Education Fund	2	\$ 1,000.00
13 Cafeteria Special Revenue Fund	10	\$ 183,844.00
67 Self Insurance Fund	1	\$ 300,000.00
Total Modifications		\$ 616,776.62
Financial Summary Grand Total		\$ 1,356,745.47

Prepared By: Ruth DewDivision Approval: Rich FaganPrepared By: Ruth DewSuperintendent Approval: Christopher R. Hoffman

Board Agenda Item

Meeting Date May 5, 2015Subject:

DISPOSAL OF OBSOLETE/SURPLUS PROPERTY.

Department: Finance & School SupportAction Requested:

The Board of Education is asked to authorize the disposal of Obsolete/Surplus Property.

Discussion:

Pursuant to Section 39521 of the Education Code, the Board of Education is asked to authorize Ruth Dew, Director of Purchasing & Warehouse to surplus and/or dispose of these items.

All computers have been deemed uneconomical to repair by the Technology Services Department. Per Technology Services, all sensitive data and/or licenses have been removed from hard drives prior to being picked up from the department/site.

We have engaged local non-profits in an effort to determine their interest in refurbishing these computers to be redistributed to students of need. To date, we have seen no interest since most usable parts are removed prior to disposal.

Records of these items are in the Purchasing & Warehouse Department should you need to review them.

Desktop Computers	66	Laptop Computers	20
Monitors	9	Office Furniture/Equipment	32
Industrial Technology Equipment	19	Food & Nutrition Services	8
Classroom Furniture	23	Maintenance/Transportation/Police Services	4
Keyboards/Mouse/CD Rom/Floppy Drives	27	Audio Visual	24
Printers	8	Obsolete Instructional Materials	3736

Financial Summary:

No income is anticipated to be received by the district for these items. However any income that is received will go into the General Fund.

Prepared By: Ruth DewDivision Approval: Rich FaganPrepared By: Ruth DewSuperintendent Approval: Christopher R. Hoffman

ELK GROVE UNIFIED SCHOOL DISTRICT

18

Board Agenda Item

Agenda Item No: _____

Supplement No. _____

Meeting Date: May 5, 2015

Subject: Acceptance of Gifts

Department: Fiscal Services

Action Requested:

The Board is asked to accept the following donations to the District's schools/programs.

Discussion:

<u>Item</u>	<u>Donor</u>	<u>School/Program</u>	<u>Requested Use</u>	<u>Value</u>	<u>Date Received</u>
Cash Donation	Target	Monterey Trail High School	Principal's discretion	\$106.67	3/11/2015

Prepared By:

Carrie Hargis

Carrie Hargis

Division Approval:

Rich Fagan

[Signature]

Prepared By:

Superintendent Approval:

Christopher R. Hoffman

[Signature]

ELK GROVE UNIFIED SCHOOL DISTRICT

Agenda Item
No:

19

Board Agenda Item

Supplement No.

Meeting Date:

May 5, 2015

Subject:

Valley High School –
Associated Student Body Hattie Mae White Scholarship Expenditure

Department:

Fiscal Services

Action Requested:

The Board of Education is asked to approve the Valley High School – Associated Student Body Hattie Mae White Scholarship.

Discussion:

In accordance with Education Code 48930, the Board of Education is asked to approve the following Valley High School – Associated Student Body Hattie Mae White Scholarship expenditure request.

- **Name of scholarship(s):** Hattie Mae White Scholarship
- **Number of scholarship(s) and amount(s):** One (1) scholarship for \$1,000 for the 2014-15 school year made payable to the student's institution of higher learning (\$500 in the Fall semester and \$500 in the Spring semester) made possible by Catherine Sylvester, a Valley High School alumnus and granddaughter of Hattie Mae White
- **Brief description of scholarship and selection process:** The Hattie Mae White Scholarship will be awarded to a graduating senior that demonstrates excellence in academics, community and extracurricular involvement, and will be attending a 2- or 4-year college in the Fall. The selection process will be overseen by an adviser, Vera Moore, a director with the National Urban League. Applicants create a packet including an application form, resume, transcripts, response to essay questions, and proof of enrollment in an institution of higher learning, all of which must be submitted by the due date. The packet will consist of the following:
 - Completed application form;
 - Resume;
 - Printed transcript verifying a GPA of 3.0 or higher (unofficial is acceptable);
 - Responses to two essay prompts determined by the scholarship benefactor; and
 - Proof of enrollment at an institution of higher learning.

The selection panel is comprised of Vera Moore and Hattie Mae White's daughter and granddaughters, Catherine Jason, Ebony Baptiste, and Catherine Sylvester. The panel will review the applications and score them according to a rubric. The scholarship winner will be announced by June 8. All 12th graders may apply for the scholarship.

- **Source of funds to provide the scholarship:** Donation from Catherine Sylvester

Financial Summary:

One \$1,000 scholarship paid from Valley High School Associated Student Body Funds made possible by a donation from Catherine Sylvester.

Prepared By:

Carrie Hargis

Carrie Hargis

Division Approval:

Rich Fagan

[Signature]

Prepared By:

Superintendent Approval:

Christopher R. Hoffman

CRH

ELK GROVE UNIFIED SCHOOL DISTRICT

Agenda Item
No:

20

Board Agenda Item

Supplement No.

Meeting Date:

May 5, 2015

Subject:

Ratification of Contracts

Department:

Fiscal Services

Action Requested:

The Board is asked to ratify contracts which have been signed by authorized district staff, in accordance with Board Policy 3312-Contracts.

Discussion:

Under current Board Policy 3312 "contracts under the bid limits can be approved by the Designated Personnel, subject to Board ratification." Staff recommends that the Board ratify the contracts on the attached sheet, which are under the bid limit of \$86,000 and have been approved by authorized district staff.

Copies of the contracts are on file with Fiscal Services, should you wish to review them in detail.

Financial Summary:

Please see funding information provided on attached schedule.

Prepared By:

Carrie Hargis *Carrie Hargis*

Division Approval:

Rich Fagan *[Signature]*

Prepared By:

Superintendent Approval:

Christopher R. Hoffman *CRH*

ELK GROVE UNIFIED SCHOOL DISTRICT
Fiscal Services

May 5, 2015 Board of Education Meeting
Agenda Item – Ratification of Contracts
Contracts under bid limit authorized through 4/15/15

	Agreement With	Services Provided	Term of Agreement	Department	Funding Source	Amount
*1.	H. Michon Johnson (Original 11/4/14 BAI #32, item #18)	Support at-risk students with college and career choices at Sheldon High School	10/3/14 – 4/15/15 (revised from 3/30/15)	Learning Support Services	General Fund (unrestricted)	Not to exceed \$2,000.00
*2.	Samantha Boeger	Presentation and workshops for animation students at Sheldon High School	4/6/15 – 5/29/15	Secondary Education	General Fund (unrestricted)	\$3,900.00
3.	DataWorks	Common Core EDI workshops for Arlene Hein Elementary School	3/6/15 – 4/1/15	Curriculum and Professional Learning	Common Core grant funds	\$13,500.00
4.	NWN Corporation	Deployment and logistics support for Chromebooks at Marion Mix Elementary School	Upon signed – project completion	Technology Services	General Fund (unrestricted)	\$5,250.00
5.	Mad Science of Sacramento Valley	Assemblies and workshops at John Reith Elementary School	5/21/15 – 5/22/15	PreK-6 Education	City of Sacramento Science grant funds	\$1,790.00
6.	Discovery Education	Streaming license at Herman Leimbach Elementary School	4/6/15 – 2/16/16	Learning Support Services	Title I grant funds	\$1,600.00
7.	Mad Science of Sacramento Valley	Assemblies and workshops at Prairie Elementary School	4/9/15 – 6/5/15	Learning Support Service	Title I grant funds	\$941.00
*8.	Michael Rounds	Business workshops for Always Learning	4/15/15 – 6/30/15	Adult Education	Always Learning student fees	Not to exceed \$3,000.00
9.	DataWorks	Common Core EDI workshops for Robert Fite Elementary School	4/20/15 – 4/30/15	Curriculum and Professional Learning	Common Core grant funds	\$29,000.00

Board Agenda Item

Subject:Department: Curriculum/Professional Learning**Instructional Materials Adoption****Action Requested:**

The Board of Education is requested to adopt the following instructional materials.

Discussion:

In accordance with BP 6161.1, the following instructional materials have been reviewed and approved by the appropriate subject-area steering committees, the Curriculum Standards Committee, have the approval of principals, and are being submitted to the Board of Education for adoption.

SUPPLEMENTAL

Accessing Complex Text, Copyright 2014 by Benchmark Education Company
(ELA, Grades 3-6)

Financial Summary:

Supplemental materials are materials that sites may opt to purchase using site funds.

Prepared By: Anna Trunnell

Division Approval: _____

Mark Cerutti

Prepared By: _____

Superintendent's Approval: _____

Christopher R. Hoffman

Board Agenda Item

Supplement No. _____

Meeting Date May 5, 2015

Subject:**Department:** Education Services/Student Services

California High School Exit Exam (CAHSEE) Waiver Requests

Action Requested:

The Board of Education is requested to approve CAHSEE waiver requests for students with disabilities who have met appropriate criteria.

Discussion:

According to Board policy, students may be approved for a CAHSEE waiver if they met the following criteria:

1. An Individual Education Plan (IEP) or Section 504 plan in place that requires the accommodations or modifications be provided to the student when taking the exam.
2. Sufficient high school level coursework either satisfactorily completed or in progress in the high school level curriculum sufficient to have attained the skills and knowledge otherwise needed to pass the exit exam.
3. An individual score report showing a student has received the equivalent of a passing score on the exam measures as determined by the Board of Education.

In order to protect the students' privacy rights, the waiver requests will be considered during closed session of the Board of Education meeting on May 5, 2015. Final Board action will be a consent item during open session and be a matter of public record. No students' names will be disclosed.

Financial Summary:Prepared By: Bill Tollestrup 

Division Approval: Mark Cerutti

Prepared By: Bill Tollestrup

Superintendent Approval: Christopher Hoffman 

Board Agenda Item**Subject:**Division: Facilities and Planning

2015 Edna Batey Elementary School and Bus Yard Paving
Award of Contract

Action Requested:

The Board of Education is asked to (1) review the tabulation of bids, (2) award a contract to the lowest responsible and responsive bidder, (3) authorize the Administration to sign all documents and contracts pertaining to this work, and (4) authorize the Administration to proceed with the next lowest responsible bidder should a fully endorsed contract with the low bidder, accompanied by certification of the necessary bonds, not be obtained.

Discussion:

This project consists of removal and replacement of paving sections, as well as seal coat and striping at Edna Batey Elementary School, and removal of fence posts, excavation, and paving at District's Bus Yard.

The Administration received and opened eight (8) bids for the 2015 Edna Batey Elementary School and Bus Yard Paving project on April 16, 2015, at 2:00 p.m. See Attachment A for a tabulation of bids. B&B Asphalt, Inc., submitted the lowest base bid.

The Administration recommends the award of contract to B&B Asphalt, Inc., for the base bid of \$177,000.00.

Financial Summary:

Funded with Deferred Maintenance Fund.

Prepared By: Stacey Allison *SA*Division Approval: Robert Pierce *RP*Prepared By: Lee Leavelle *LL*Superintendent Approval: Christopher R. Hoffman *CH*

Bid Summary

2015 Edna Batey Elementary School & Bus Yard Paving

Elk Grove Unified School District

April 16, 2015 @ 2pm

Engineer's Estimate: \$140,000



Plan Holder Name	Bid Form Signed	Addenda #1 - #2 Acknow.	Const. Allo. #1 - #3 Acknow.	Sublist w/ Lic #s	Fingerprint, Signed & Notarized	Non-collusion Affidavit, Signed & Notarized	Bid Bond, Signed & Notarized (Surety & Bidder)	Base Bid
All Phase Construction & Engineering, Inc.	X	X	X	X	X	X	X	\$206,600
B&B Asphalt, Inc.	X	X	X	X	X	X	X	\$177,000
Biondi Paving, Inc.								NO BID
California Pavement Maintenance Co., Inc.	X	X	X	X	X	X	X	\$182,348
Joe Vicini, Inc.	X	X	X	X	X	X	X	\$229,200
Lamon Construction Co., Inc.								NO BID
Martin General Engineering, Inc.	X	X	X	X	X	X	X	\$191,000
McGuire & Hester								NO BID
Monty R. Stanley (North West Surfacing)								NO BID
Ragsdale & Son, Inc.	X	X	X	X	X	X	X	\$216,305
Robert Burns Construction, Inc.	X	X	X	X	X	X	X	\$187,997
Sierra Asphalt, Inc.								NO BID
Vintage Paving Co., Inc.	X	X	X	X	X	X	X	\$267,947.08

These bids will receive Board consideration on:

May 5, 2015

Board Agenda Item**Subject:**Division: Facilities and Planning

2015 Asbestos Abatement at C. W. Dillard Elementary School
Award of Contract

Action Requested:

The Board of Education is asked to (1) review the tabulation of bids, (2) award a contract to the lowest responsible and responsive bidder, (3) authorize the Administration to sign all documents and contracts pertaining to this work, and (4) authorize the Administration to proceed with the next lowest responsible bidder should a fully endorsed contract with the low bidder, accompanied by certification of the necessary bonds, not be obtained.

Discussion:

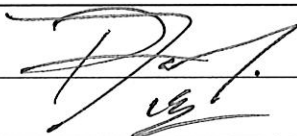
This project will cover all labor, materials, equipment, and services for the abatement of asbestos containing materials (ACM) at the existing C. W. Dillard Elementary School.

The Administration received and opened four (4) bids for the 2015 Asbestos Abatement at C. W. Dillard Elementary School project on April 21, 2015, at 2:00 p.m. See Attachment A for a tabulation of bids. AFM Environmental, Inc., submitted the lowest base bid.

The Administration recommends the award of contract to AFM Environmental, Inc., for the base bid of \$36,950.00.

Financial Summary:

Funded with State School Facilities Fund.

Prepared By: Josef TavoraDivision Approval: Robert PiercePrepared By: Lee LeavelleSuperintendent Approval: Christopher R. Hoffman

Bid Summary**2015 Asbestos Abatement @ C. W. Dillard Elementary School**

Elk Grove Unified School District

April 21, 2015 @ 2pm

Engineer's Estimate: \$40,000



Plan Holder Name	Bid Form Signed	Addenda #1 Acknow.	Sublist w/ Lic #s	Fingerprint, Signed & Notarized	Non-collusion Affidavit, Signed & Notarized	Bid Bond, Signed & Notarized (Surety & Bidder)	Base Bid	
AFM Environmental, Inc.	x	x	x	x	x	x	\$36,950	1
JM Environmental, Inc.	x	x	x	x	x	x	\$39,838	2
Restoration Management Company	x	x	x	x	x	x	\$57,000	3
West Coast Environmental	x	x	x	x	x	x	\$63,995	

These bids will receive Board consideration on:

May 5, 2015

Board Agenda Item**Subject:**Division: Facilities and Planning

2015 Portable Relocation at Samuel Kennedy and Mary Tsukamoto Elementary Schools
Award of Contract

Action Requested:

The Board of Education is asked to (1) review the tabulation of bids, (2) award a contract to the lowest responsible and responsive bidder, (3) authorize the Administration to sign all documents and contracts pertaining to this work, and (4) authorize the Administration to proceed with the next lowest responsible bidder should a fully endorsed contract with the low bidder, accompanied by certification of the necessary bonds, not be obtained.

Discussion:

This project includes site grading, minor flat work, relocation and setting in place of four (4) portable classrooms. Two (2) at Mary Tsukamoto and two (2) at Samuel Kennedy Elementary Schools. Three (3) of the relocatable classrooms are to be removed from Dillard Elementary School and one (1) is to be relocated from storage at the District's Grounds Maintenance facility. The project also includes connections to both wet and dry utilities, fire alarm and IT infrastructure, fencing, painting, and minor landscape revisions.

The Administration received and opened four (4) bids for the 2015 Portable Relocation at Samuel Kennedy and Mary Tsukamoto Elementary Schools project on April 23, 2015, at 2:00 p.m. See Attachment A for a tabulation of bids. Bobo Construction, Inc., submitted the lowest base bid.

The Administration recommends the award of contract to Bobo Construction, Inc., for the base bid of \$453,000.00.

Financial Summary:

Funded with Capital Facilities Fund.

Prepared By: Brad Parsons Division Approval: Robert Pierce Prepared By: Lee Leavelle Superintendent Approval: Christopher R. Hoffman 

Bid Summary

2015 Portable Relocation @ Samuel Kennedy & Mary Tsukamoto Elementary Schools

Elk Grove Unified School District

April 23, 2015 @ 2pm

Engineer's Estimate: \$400,000



Plan Holder Name	Bid Form Signed	Addenda #1 Acknow.	Const. Allo. #1 Acknow.	Sublist w/ Lic #s	Fingerprint, Signed & Notarized	Non-collusion Affidavit, Signed & Notarized	Bid Bond, Signed & Notarized (Surety & Bidder)	Base Bid
Bobo Construction, Inc.	x	x	x	x	x	x	x	\$453,000 1
Lamon Construction Co., Inc.								no bid
Meehleis Modular Buildings, Inc.	x	x	x	x	x	x	x	\$696,350
Miravdi Construction								no bid
Peterson Developments	x	x	x	x	x	x	x	\$508,000 3
Rodgers Construction & Engineering Co., Inc.	x	x	x	x	x	x	x	\$490,000 2

These bids will receive Board consideration on:

May 5, 2015

Board Agenda Item**Subject:**Division: Facilities and Planning

Central Kitchen Boiler Replacements
Award of Contract

Action Requested:

The Board of Education is asked to (1) review the tabulation of bids, (2) award a contract to the lowest responsible and responsive bidder, (3) authorize the Administration to sign all documents and contracts pertaining to this work, and (4) authorize the Administration to proceed with the next lowest responsible bidder should a fully endorsed contract with the low bidder, accompanied by certification of the necessary bonds, not be obtained.

Discussion:

This project consists of removing ten (10) steam boilers, replacement five (5) steam boilers, replacing one (1) hot water boiler and circulating pump, replacement water softener, providing and installing a new make-up air fan, along with all piping, valves, controls, and electrical work necessary, while keeping the system operational Monday to Friday from 6:00 a.m. to 5:30 p.m.

The Administration received and opened __ () bids for the Central Kitchen Boiler Replacements project on April 28, 2015, at 10:00 a.m. See Attachment A for a tabulation of bids. _____ submitted the lowest base bid.

The Administration recommends the award of contract to _____ for the base bid of \$_____.00.

Financial Summary:

Funded with Food & Nutrition Services Reserves.

Prepared By: Michelle DrakeDivision Approval: Robert Pierce *RP*Prepared By: Lee Leavelle *LL*Superintendent Approval: Christopher R. Hoffman *CH*