

**Summary of Tentative Agreement Between
Elk Grove Unified School District and AFSCME Local 258**

Term/ Duration of Contract:

- July 1, 2017 to June 30, 2019

Financial Items:

Fiscal Year 2017/2018

- 5.12% one-time payment
 - Calculated from Employee's "Base Salary"
 - Will not affect ongoing wages
 - Employee must have been in paid status for at least 75% of their 2017-2018 work year calendar
 - Percentage will be pro-rated for part-time/ part-year employees

Fiscal Year 2018/ 2019

- 2.7% wage/ salary increase
 - This will increase your salary by 2.7% ongoing
 - Longevity bonus will be increased accordingly
- Salary Schedule step 7 will be changed from 2.7885% to 3.5%
- There will now be four (4) training class steps of 3% each
 - Only three (3) training class steps previously
- Each training class step will now only require six (6) college credits or 90 training hours (or a combination of the two)
 - Previously required (8) college credits or 120 training hours (or a combination of the two)
- Contingency Language
 - o Ongoing
 - Employees will have the potential to receive up to a 1% additional ongoing wage/ salary increase if certain benchmarks are hit in the May revisions of California's State Budget.
 - If EGUSD receives any ongoing money (LCFF Revenue) that equates to more than \$4,691,407, over what was projected in CA State Budget before May Revisions, then the excess will be converted into a percentage and added in to Employees' salaries.
 - o One-time
 - Employees will have the potential to receive up to 1% one-time payment if certain benchmarks are hit in the May revisions of California's State Budget.
 - If EGUSD receives any one-time, unrestricted, discretionary funding over what has already been allocated in the California State Budget, that money will be used to give Employee's a one-time check up to 1%.
 - This will not affect ongoing wages
 - This would be pro-rated for part-time, part-year employees
 - Employee must be in paid status between 8/1/2018 and 9/30/2018
- Library Support Technicians, Title I & Library Technicians will be moved from Salary Schedule range #361 to #381

- These classifications are two (2) of the four (4) classifications that were below the 50th percentile in the comparability study.
 - This move will be made in order to help EGUSD more competitive when hiring in to these positions
- Career Center Technicians and Career Center Technicians – EGACE will be moved from Salary Schedule range #371 to #381
 - These classifications are the other two (2) of the four (4) classifications that were below the 50th percentile in the comparability study.
 - This move will be made in order to help EGUSD more competitive when hiring in to these positions
- Boots
 - Food Services Warehouse, Maintenance & Operations, Grounds, and Purchasing & Warehouse workers will be able to get boots every year. (previously every other year)
 - Maximum allowance = \$160.00 (plus applicable taxes)

Non-financial items:

- District will make reasonable effort to deliver uniforms by December 1st of each school year
- Electricians & HVAC Specialists will receive two (2) safety shirts annually
- Maintenance Painters will receive white shirts
- Certain positions may be required to wear pants/ overalls/ coveralls for some “safety-sensitive tasks”
- Maintenance & Grounds positions may be provided with industrial overalls when deemed necessary by their supervisor
- Uniforms, keys and badges are to be returned to the District upon request at the end of employment
- All Members (& all EGUSD Employees) are expected to participate in Arbinger training at some point in time over the next three (3) years. Training is not to exceed eight (8) hours and members shall receive either their current hourly rate of pay or training credit hours for the time they spend in training.
- Bereavement Leave will be increased to 10 days (only for the loss of a spouse, registered domestic partner, or child). For other family members, current contract language remains the same.
- 30-day Catastrophic leave limit for unit members to care for immediate family member other than themselves, spouse, registered domestic partner or child. Member may apply for additional 30 days in extenuating circumstances.
- Definition of, and eligibility for, Non-Registered Domestic Partners

Continuing Discussion:

- EGUSD and AFSCME will continue to meet to discuss the comparability study and financial corrections/ adjustments that still need to be made.
- EGUSD and AFSCME will continue to meet regarding contract language clean-up.
- EGUSD and AFSCME will continue to meet regarding vacation time accrual issues.