

**CERTIFICATION No. 1:**  
**CERTIFICATION OF THE DISTRICT'S ABILITY TO MEET THE**  
**COSTS OF THE COLLECTIVE BARGAINING AGREEMENT**

The disclosure document must be signed by the district Superintendent and Chief Business Officer at the time of the public disclosure.

In accordance with the requirements of the Government Code Section 3547.5, the Superintendent and Chief Business Officer of Evergreen Union School District (District), hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the EFT, CSEA, Teamster's & Unrepresented Bargaining Unit, during the term of the agreement from 7/1/2022 to 6/30/2025.

The budget revisions necessary to meet the costs of the agreement in each year of its term are as follow:

Original budget 23/24 reflect a 8% increase applied to the current 22/23 salary schedule. The total contribution by the District for health, dental, vision, and life insurance is increased to \$12,500 for eligible employees.

N/A  (No budget revisions necessary)

  
 \_\_\_\_\_  
 District Superintendent/Designee

\_\_\_\_\_  
 6/12/2023  
 \_\_\_\_\_  
 Date

Signature

  
 \_\_\_\_\_  
 Chief Business Officer

\_\_\_\_\_  
 6/12/2023  
 \_\_\_\_\_  
 Date

Signature

**Special Note:**

The Tehama County Department of Education may request additional information, as necessary, to review the district's compliance with requirements.

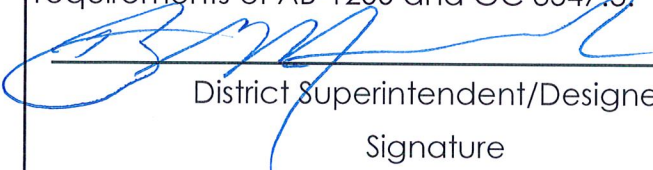
**DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT**

(required for all Collective Bargaining Agreements - suggested for all other employment agreements)

**PUBLIC DISCLOSURE SUMMARY CERTIFICATION No. 2**

Evergreen Union \_\_\_\_\_ School District  
Bargaining Unit: \_\_\_\_\_ EFT, CSEA, Teamsters, & Unrepresented \_\_\_\_\_  
Effective Dates of Proposal: \_\_\_\_\_ 7/1/2022 \_\_\_\_\_ to \_\_\_\_\_ 6/30/2025 \_\_\_\_\_  
Date Disclosure Posted: \_\_\_\_\_ 6/12/2023 \_\_\_\_\_  
(10 working days prior to Board approval)  
Date Disclosure Filed with County: \_\_\_\_\_ 6/9/2023 \_\_\_\_\_

The information provided in this document summarizes the financial implications of the proposed bargaining agreement and is disclosed to the public in accordance with the requirements of AB-1200 and GC 3547.5.

 \_\_\_\_\_ 6/12/2023  
District Superintendent/Designee \_\_\_\_\_ Date  
Signature

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on \_\_\_\_\_ June 27, 2023 \_\_\_\_\_, took action to approve the proposed Agreement with the \_\_\_\_\_ EFT, CSEA, Teamster's, & Unrepresented \_\_\_\_\_ Bargaining Unit.

\_\_\_\_\_ 6/27/2023  
President, Governing Board \_\_\_\_\_ Date  
Signature

To be signed by the District Superintendent or designee when submitted for Public Disclosure and by the Board President after formal action by the Governing Board on the proposed agreement.

If this Public Disclosure is not applicable to all of the District's bargaining units, indicate the current status (whether settled or pending settlement) of the remaining units:

- Certificated: \_\_\_\_\_
- Classified: \_\_\_\_\_
- Management: \_\_\_\_\_
- Confidential: \_\_\_\_\_
- Other: \_\_\_\_\_ Applicable to ALL \_\_\_\_\_

Disclosure of Collective Bargaining Agreement

**A.** Were any additional steps, columns, or ranges added to the schedules? (If yes, please explain):

No

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**B.** Proposed Negotiated Changes in Health and Welfare Benefits:

Yes, Health and Welfare contribution increased to \$12,500 for all eligible units/employees.

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**C.** Proposed Negotiated Changes in Non-Compensation Items (e.g., class size adjustments, staff development days, teacher prep time, etc).

Language "clean -up" to reflect state guidelines regarding working conditions for TK.

change in language regarding Teacher Faculty meetings and PLC's, Language to reflect state guidelines for leaves for bereavement, and for EFT Leaves 8.8.4 personal necessity.

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**D.** What are the specific impacts (positive or negative) on instructional and support programs to accommodate the settlement? Include the impact of changes such as staff reductions or increases, program reductions or increase, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff).

As we continue to address the additional needs and supports necessary to help mitigate the outcomes of the Pandemic, staffing was increased for the 23/24 fiscal year. Additional counselor, Sp Ed teacher, and instructional support staff was added.

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**E.** What contingency language is included in the proposed agreement (i.e., reopeners, etc)?

N/A

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**F.** Will this agreement create, increase or decrease deficit financing in the current or future year(s)? "Deficit Financing" is defined to exist when a district's expenditures exceeds its revenues in a given year. If yes, explain the amounts and justification for doing so.

The 23/24 Original Budget reflects deficit spending as we are currently experiencing declining enrollment and must present on what language is currently in the Governor's May Revise. The District is very conservation with the adopted budget and will address the results of trailer lanauage in the May Revise at 23/24 First Interim.

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Disclosure of Collective Bargaining Agreement

**G.** Identify other major provisions that do not directly affect the district's costs such as binding arbitration, grievance procedures, etc.

N/A

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**H.** Source of Funding for Proposed Agreement

**1.** Current Year

Revenue derived from the Local Control Funding Formula, Other State, Grants, Federal and Local.

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**2.** If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in future years (i.e., what will allow the district to afford this contract)?

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**3.** If multi-year agreement, what is the source of funding, including assumptions used, to fund these obligations in future years? (Remember to include compounding effects in meeting obligations).

This is a three (3) year term agreement effective July 1, 2022 through June 30, 2025. Negotiations of compensation have been settled for July 1, 2023 through June 30, 2024. As stated previously, budget will be adjusted when details of State budget become available. Should deficit spending expand, expenditures and programs will be adjusted accordingly.

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# Disclosure of Collective Bargaining Agreement

## Impact of Proposed Agreement on Current Year Unrestricted Reserves

- |  |  |   |
|--|--|---|
| 1. State Reserve Standard, including impact of proposed agreement            |  |   |
| a.   | Total Expenditures, Transfers Out, and Uses (including Cost of Proposed Agreement)         | \$ 15,994,417.00  |
| b.   | State Standard Minimum Reserve Percentage for this District                                | 4.00%   |
| c.   | State Standard Minimum Reserve amount for this District                                    | \$ 639,777.00   |
|  | (The greater of Line 1a times line 1b OR \$64,000 for a district with less than 1,001 ADA) |   |
| 2. Budgeted <u>Unrestricted</u> Reserve (After Impact of Proposed Agreement) |  |   |
| a.   | General Fund Budgeted Unrestricted Designated for Economic Uncertainties                   | \$ 3,004,578.00   |
| b.   | General Fund Budgeted Unrestricted Unappropriated Amount                                   | \$ _____  |
| c.   | Special Reserve Fund Budgeted Designated for Economic Uncertainties                        | \$ _____  |
| d.   | Special Reserve Fund Budgeted Unappropriated Amount  | \$ _____  |
| e.   | Other Reserve Funds  | \$ 528,111.00   |
| f.   | Total District Budgeted Unrestricted Reserves  | \$ 3,513,422.00   |
| 3.   | Do unrestricted reserves meet the state standard minimum reserve amount?                   | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> |

If no, how do you plan to restore your reserves?

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**Please include a copy of your multi-year projection, assumptions, proposed salary schedule(s) and revised contract(s).**

**IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**

**Multi-Year Projection  
Unrestricted/Restricted General Fund**

Enter Bargaining Unit: **EFT, CSEA, TEAMSTERS, Confidential & Unrepresented**

	Year 1	Year 2	Year 3
	FY: 2023/24	FY: 2024/25	FY: 2025/26
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
<b>REVENUES</b>			
Revenue Limit Sources (8010-8099)	12,436,389	12,489,905	12,758,793
Remaining Revenues (8100-8799)	3,371,038	3,267,427	3,269,655
<b>TOTAL REVENUES</b>	<b>15,807,427</b>	<b>15,757,332</b>	<b>16,028,448</b>
<b>EXPENDITURES</b>			
Certificated Salaries (1000-1999)	6,240,231	6,426,142	6,517,969
Classified Salaries (2000-2999)	3,375,905	3,372,150	3,431,249
Employee Benefits (3000-3999)	4,717,488	4,811,891	4,895,717
Books and Supplies (4000-4999)	671,236	669,955	663,215
Services, Other Operating Exp (5000-5999)	817,431	817,122	817,222
Capital Outlay (6000-6999)	-	-	-
Other Outgo (7100-7299) (7400-7499)	174,937	174,937	174,937
Direct Support/Indirect Cost (7300-7399)	(16,000)	(10,000)	(13,000)
Other Adjustments	-	-	-
<b>TOTAL EXPENDITURES</b>	<b>15,981,228</b>	<b>16,262,197</b>	<b>16,487,309</b>
<b>OPERATING SURPLUS (DEFICIT)</b>	<b>(173,801)</b>	<b>(504,865)</b>	<b>(458,861)</b>
TRANSFERS IN & OTHER SOURCES (8910-8979)			
TRANSFERS OUT & OTHER USES (7610-7699)			
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	<b>(173,801)</b>	<b>(504,865)</b>	<b>(458,861)</b>
<b>BEGINNING BALANCE</b>	<b>8,146,296</b>	<b>7,972,495</b>	<b>7,467,630</b>
Prior-Year Adj/Restatements (9793/9795)			
<b>CURRENT-YEAR ENDING BALANCE</b>	<b>7,972,495</b>	<b>7,467,630</b>	<b>7,008,769</b>
<b>COMPONENTS OF ENDING BALANCE:</b>			
Reserved Amounts (9711-9740)	3,542,757	3,560,651	3,579,028
Reserved for Economic Uncertainties (9789)	3,004,578	2,695,547	2,254,177
Committed Amounts (9750)			
Assigned Amounts (9780)	1,425,160	1,211,432	1,175,564
Unappropriated Amount - Unrestricted (9790)	-	-	-

## Collective Bargaining Public Disclosure Summary

Current Salary Schedule vs. Proposed Salary Schedule EUSD

<b>Unit: EFT</b>	Current Year	2nd Year	3rd Year
<b>Salaries</b>			
Proposed	4,841,032	4,948,951	5,044,032
Current	4,489,718	4,589,803	4,677,957
Difference	<u>\$ 351,314</u>	<u>\$ 359,148</u>	<u>\$ 366,075</u>
<b>Benefits-Statutory</b>			
Proposed	1,147,346	1,169,145	1,191,607
Current	1,064,351	1,084,299	1,105,125
Difference	<u>\$ 82,995</u>	<u>\$ 84,846</u>	<u>\$ 86,482</u>
<b>Benefits-Health/Welfare</b>			
Proposed	745,000	745,000	745,000
Current	671,488	671,488	671,488
Difference	<u>\$ 73,512</u>	<u>\$ 73,512</u>	<u>\$ 73,512</u>

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<b>Unit: Teamsters</b>	Current Year	2nd Year	3rd Year
<b>Salaries</b>			
Proposed	1,047,378	1,061,800	1,066,422
Current	969,768	983,115	990,419
Difference	<u>\$ 77,610</u>	<u>\$ 78,685</u>	<u>\$ 76,003</u>
<b>Benefits</b>			
Proposed	391,950	406,179	415,994
Current	362,908	376,079	386,348
Difference	<u>\$ 29,042</u>	<u>\$ 30,100</u>	<u>\$ 29,646</u>
<b>Benefits-Health/Welfare</b>			
Proposed	137,500	137,500	137,500
Current	124,498	124,498	124,498
Difference	<u>\$ 13,002</u>	<u>\$ 13,002</u>	<u>\$ 13,002</u>

<b>Unit: CSEA</b>	Current Year	2nd Year	3rd Year
<b>Salaries</b>			
Proposed	1,224,395	1,263,995	1,299,236
Current	1,133,945	1,169,526	1,203,028
Difference	<u>\$ 90,450</u>	<u>\$ 94,469</u>	<u>\$ 96,208</u>
<b>Benefits</b>			
Proposed	458,198	482,767	507,016
Current	424,350	446,712	469,472
Difference	<u>\$ 33,848</u>	<u>\$ 36,055</u>	<u>\$ 37,544</u>
<b>Benefits-Health/Welfare</b>			
Proposed	25,000	25,000	25,000
Current	23,637	23,637	23,637
Difference	<u>\$ 1,363</u>	<u>\$ 1,363</u>	<u>\$ 1,363</u>

<b>Unit: Unrepresented SERRF</b>	Current Year	2nd Year	3rd Year
<b>Salaries</b>			
Proposed	235,211	240,563	245,601
Current	217,885	222,739	227,397

Difference	\$ 17,326	\$ 17,824	\$ 18,204
Benefits			
Proposed	-	-	
Current	-	-	
Difference	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
Benefits-Health/Welfare			
Proposed	87,978	92,434	95,844
Current	81,498	85,585	88,739
Difference	<u>\$ 6,480</u>	<u>\$ 6,849</u>	<u>\$ 7,105</u>

**Unit: Cert Admin**

**Salaries**

Proposed	757,207	765,276	774,562
Current	727,417	735,142	744,066
Difference	<u>\$ 29,790</u>	<u>\$ 30,134</u>	<u>\$ 30,496</u>

**Benefits**

Proposed	178,883	180,790	182,983
Current	171,846	173,670	175,779
Difference	<u>\$ 7,037</u>	<u>\$ 7,120</u>	<u>\$ 7,204</u>

**Benefits-Health/Welfare**

Proposed	75,000	75,000	75,000
Current	70,912	70,912	70,912
Difference	<u>\$ 4,088</u>	<u>\$ 4,088</u>	<u>\$ 4,088</u>

**Unit: Confidential & CBO**

**Salaries**

Proposed	912,838	925,488	939,469
Current	845,461	860,746	873,703
Difference	<u>\$ 67,377</u>	<u>\$ 64,742</u>	<u>\$ 65,766</u>

**Benefits**

Proposed	341,438	355,331	366,177
Current	316,237	330,477	340,545
Difference	<u>\$ 25,201</u>	<u>\$ 24,854</u>	<u>\$ 25,632</u>

**Benefits-Health/Welfare**

Proposed	156,250	156,250	156,250
Current	147,734	147,734	147,734
Difference	<u>\$ 8,516</u>	<u>\$ 8,516</u>	<u>\$ 8,516</u>

**TOTAL COST**

Proposed Salaries/Benefits	13,809,982	14,093,269	14,334,115
Current Salaries/Benefits	12,813,421	13,079,277	13,311,266
Difference	<u>\$ 996,561</u>	<u>\$ 1,013,992</u>	<u>\$ 1,022,849</u>



EVERGREEN UNION SCHOOL DISTRICT  
 CERTIFICATED SALARY SCHEDULE  
 2023-2024  
 PROPOSED SALARY SCHEDULE WITH 8% INCREASE

Years	Without a clear credential Class Y	BA+30 Class I	BA+45 Class II	BA+60 MA Class III	BA+75 MA+15 Class IV
1	57,967	60,663			
2	60,207	62,906	65,147		
3	62,451	65,147	67,388	69,631	
4		67,388	69,631	71,918	
5		69,631	71,918	74,192	
6		71,918	74,192	76,475	
7		74,192	76,475	78,749	81,032
8		76,475	78,749	81,032	83,317
9		78,749	81,032	83,317	85,591
10		81,032	83,317	85,591	87,870
11			85,591	87,870	90,149
12			87,870	90,149	92,433
13				92,433	94,710
14				93,740	96,016
15				95,049	97,332
16				96,358	98,642
19					100,299
22					101,989
25					103,705
28					105,453
31					107,235

Effective July 1, 2022 Substitute pay shall be \$200.00 per day, per MOU. After 20 consecutive days at the same assignment sub pay shall be \$210.00 per day. After 30 consecutive days at the same assignment sub pay shall be at \$220.00 per day. Consecutive days will not be interrupted if the Chapter President and a Site or District Administrator agree the absence by the substitute was unavoidable.

**Certification Pay** of \$1500 is paid to any staff member that possesses one or more of the following:  
 National Board Certification

**Outgrowth Salary** of \$3000 per position is paid to the staff member that fills one of the following positions:  
 Lead Teacher at Bend School  
 Community Outreach and Events Coordinator at Bend School  
 (EFT 2012-2013 Agreement; Board approved: July 10, 2012)

Board Approved:

EVERGREEN UNION SCHOOL DISTRICT  
TEAMSTERS CLASSIFIED SALARY SCHEDULE  
2023-2024

PROPOSED SALARY SCHEDULE WITH 8% INCREASE

STEPS	1	2	3	4	5	6-9	10-14	15-19	20-24	25-
Class										
1	17.10	17.49	18.37	19.28	20.33	21.31	22.37	23.49	24.67	25.90
2	17.49	18.37	19.28	20.33	21.31	22.37	23.49	24.67	25.90	27.18
3	18.37	19.28	20.33	21.31	22.37	23.49	24.67	25.90	27.18	28.56
4	18.91	19.86	20.93	21.96	22.99	24.11	25.30	26.57	27.89	29.28
5	19.28	20.33	21.31	22.37	23.49	24.67	25.90	27.18	28.56	29.99
6	20.33	21.31	22.37	23.49	24.67	25.90	27.18	28.56	29.99	31.48
7	21.31	22.37	23.49	24.67	25.90	27.18	28.56	29.99	31.48	33.05
8	27.16	28.56	29.98	31.48	33.05	34.69	36.44	38.26	40.17	42.16

Board Approved:

Classifications	Range
Food Service Utility Worker	1
Day Custodian, Food Service I	3
Night Custodian	4
Bus Driver	5
Food Service II	5
Day Maintenance I	6
Day Maintenance II	7
Bus Coordinator	7
Food Service Manager	7
Lead Maintenance	8
Maintenance II, Bus Mechanic	8

EVERGREEN UNION SCHOOL DISTRICT  
CSEA CLASSIFIED SALARY SCHEDULE  
2023-2024

PROPOSED SALARY SCHEDULE WITH 8% INCREASE

STEPS	1	2	3	4	5	6-9	10-14	15-19	20-24	25-
Class										
1	17.26	17.43	17.60	17.78	17.95	18.12	18.54	19.46	20.52	21.51
2	17.43	17.60	17.78	17.95	18.12	18.54	19.46	20.52	21.51	22.62
3	17.60	17.78	17.95	18.12	18.54	19.46	20.52	21.51	22.62	23.75
4	17.78	17.95	18.12	18.54	19.46	20.52	21.51	22.62	23.75	24.93
5	17.95	18.12	18.54	19.46	20.52	21.51	22.62	23.75	24.93	26.15
6	18.12	18.54	19.46	20.52	21.51	22.62	23.75	24.93	26.15	27.40
7	18.54	19.46	20.52	21.51	22.62	23.75	24.93	26.15	27.40	28.78
8	19.46	20.52	21.51	22.62	23.75	24.93	26.15	27.40	28.78	30.21

Board Approved:

Classifications	Class	Class	Class
Paraprofessional I			1
Paraprofessional II			2
Paraprofessional III, Special Needs Assistant I, CDS Paraprofessional I			3
Paraprofessional IV, Special Needs Assistant II, CDS Paraprofessional II			4
Paraprofessional V, Special Needs Assistant III, CDS Paraprofessional III, EL Paraprofessional			5
Yard Monitor			5
Special Needs Assistant IV, CDS Paraprofessional IV, Library Assistant, Supply/Photo Technician			6
Special Needs Assistant V, CDS Paraprofessional V, Attendance Clerk/Secretary Assistant/Health Aide			7
CNA/Health Aide, Technology Assistant			7
Library Clerk, Lead Yard Monitor			8

**EVERGREEN UNION SCHOOL DISTRICT  
CLASSIFIED CONFIDENTIAL  
2023-2024**

**PROPOSED SALARY SCHEDULE WITH 8% INCREASE**

<b>STEPS</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5-9</b>	<b>10-14</b>	<b>15-19</b>	<b>20-24</b>	<b>25-</b>
<b>Class</b>									
1	18.45	19.35	20.41	21.39	22.50	23.63	24.80	26.01	27.26
2	20.48	22.01	23.53	25.07	26.62	27.94	29.34	30.78	31.72
3	21.71	23.24	24.79	26.38	27.97	29.37	30.82	32.37	33.34
4	23.21	24.76	26.29	27.91	29.44	30.92	32.48	34.11	35.12
5	30.27	31.88	33.46	35.08	36.63	38.48	40.40	42.41	43.69

Board Approved:

<b>Classification</b>	<b>Range</b>
Covid Support Specialist	1
Administrative Secretary/Business Services Assistant	2
Accounts Payable	3
Payroll Specialist/Human Resource Assistant	4
Maintenance Supervisor	5

EVERGREEN UNION SCHOOL DISTRICT  
 CONFIDENTIAL MANAGEMENT  
 2023-2024

PROPOSED SALARY SCHEDULE WITH 8% INCREASE

STEPS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1	58,643	61,582	64,654	67,905	71,294	71,294	71,294	71,294	74,857	74,857	74,857	74,857	78,601	78,601	78,601	78,601	82,531	82,531	82,531	82,531
2	68,134	69,157	70,194	71,247	72,316	73,400	73,400	73,400	74,502	74,502	74,502	76,736	76,736	76,736	79,038	79,038	79,038	82,990	82,990	82,990
3	69,865	76,852	79,156	82,320	85,615	89,040	92,601	92,601	92,601	92,601	92,601	92,601	92,601	92,601	92,601	92,601	92,601	92,601	92,601	92,601
4	79,854	83,858	88,084	92,408	97,030	97,030	97,030	97,030	97,030	101,900	101,900	101,900	101,900	101,900	107,016	107,016	107,016	107,016	107,016	112,378
5	96,308	100,159	104,165	108,333	113,749	119,435	125,475	131,750	131,750	131,750	138,338	138,338	138,338	145,256	145,256	145,256	145,256	145,256	145,256	145,256
6	107,517	112,270	116,882	121,785	126,538	131,526	136,053	137,904	137,904	137,904	144,775	144,775	144,775	152,014	152,014	152,014	152,014	152,014	152,014	152,014

Board Approved:

Classification	Range
Executive Secretary to Supt/Dist Support School Secty/Student Data Specialist/Food Service Director	1
HR Analyst/Payroll	2
Intern Business Manager	3
Technology Supervisor/Facilities-Maintenance Supervisor	4
Business Manager (A)	5
Chief Business Official (B)	6

(A) Business Manager: 7 years experience as Intern Business Manager, or AA in Accounting or Business

(B) Chief Business Official: BA in Accounting or Business, or CBO Certification

**EVERGREEN UNION SCHOOL DISTRICT  
ADMINISTRATIVE SALARY SCHEDULE  
2023-2024**

**PROPOSED SALARY SCHEDULE WITH 8% INCREASE**

**Assistant Superintendent of Educational Services**

210 days per year

Step 1	Step 2	Step 3	Step 4	Step 5
145,174	147,556	149,935	152,185	154,468

**PRINCIPAL**

210 days per year

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
126,113	128,495	130,880	133,261	135,643	138,026	140,406	142,788

**PRINCIPAL/TEACHER**

210 days per year

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
126,113	128,495	130,880	133,261	135,643	138,026	140,406	142,788

**PRINCIPAL SPECIAL PROGRAMS**

210 days per year

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
122,136	124,478	126,818	129,156	131,500	133,839	136,180	138,521

**ASSISTANT TO THE PRINCIPAL**

210 days per year

Step 1	Step 2
116,124	119,130

Placement on steps will be determined by number of days worked per year and consideration of experience

Board Approved:

**EVERGREEN UNION SCHOOL DISTRICT  
NURSE SALARY SCHEDULE  
2023-2024**

**PROPOSED SALARY SCHEDULE WITH 8% INCREASE**

**CERTIFICATED SCHOOL NURSE**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Annual	83,144	84,806	86,504	88,232	89,999	91,797	93,634	95,508	97,417	99,364
Daily	426.38	434.90	443.61	452.47	461.53	470.75	480.17	489.78	499.57	509.56

\*\* Must possess BS, RN, Auditory Certificate, Vision Certificate, Certified CPR Trainer

**ASRN**

	Step 1
Annual	67,145
Daily	344.33

For F.T.E. Annual Salary based on  
8.00 hrs day/195 days per year

District's contribution to the Nurses health insurance cap will be equal to the District's cap contribution to Administrative/Confidential Management Employees

Board Approved:

**EVERGREEN UNION SCHOOL DISTRICT**  
**PSYCHOLOGIST AND COUNSELOR SALARY SCHEDULE**  
**2023-2024**  
**PROPOSED SALARY SCHEDULE WITH 8% INCREASE**

**PSYCHOLOGIST**

190 days

8 hrs/day

Step	
Intern	63,594
1	82,971
2	85,309
3	87,638
4	89,970
5	92,304
6	94,643
7	96,975
8	98,312
9	99,659
10	101,002
11	103,338
12	105,673
13	108,006
14	109,344
15	110,689
16-18	112,032
19-21	113,729
22-24	115,460
25-27	117,219
28-30	119,004
31	120,830

**\*\*SCHOOL BASED MENTAL HEALTH COUNSELOR**

183 days

8 hrs/day

Intern	Step 1	Step 2	Step 3	Step 4-6	Step 7-10
59,352	69,620	73,240	77,037	79,116	94,356

\*\*Placement on Step 1 of the School Based Mental Health Counselor requires MA degree and the possession of one or more of the following:  
 License as a Clinical Psychologist; License as a Clinical Social Worker (LCSW); License as a Marriage Family Child Therapist (LMFT);  
 License as a Professional Clinical Counselor (LPCC) issued by a licensing agency with the Department of Consumer Affairs;  
 OR, Valid California Pupil Personnel Services Credential with a School Psychologist Authorization, School Counseling or School Social Work focus.

Board Approved:



**EVERGREEN UNION SCHOOL DISTRICT**  
**PSYCHOLOGIST AND COUNSELOR SALARY SCHEDULE**  
**2023-2024**  
**PROPOSED SALARY SCHEDULE WITH 8% INCREASE**

**PSYCHOLOGIST**

190 days  
8 hrs/day

Step	
Intern	63,594
1	82,971
2	85,309
3	87,638
4	89,970
5	92,304
6	94,643
7	96,975
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28-30	119,004
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**\*\*SCHOOL BASED MENTAL HEALTH COUNSELOR**

183 days  
8 hrs/day

Intern	Step 1	Step 2	Step 3	Step 4-6	Step 7-10
59,352	69,620	73,240	77,037	79,116	94,356

\*\*Placement on Step 1 of the School Based Mental Health Counselor requires MA degree and the possession of one or more of the following:  
 License as a Clinical Psychologist; License as a Clinical Social Worker (LCSW); License as a Marriage Family Child Therapist (LMFT);  
 License as a Professional Clinical Counselor (LPCC) issued by a licensing agency with the Department of Consumer Affairs;  
 OR, Valid California Pupil Personnel Services Credential with a School Psychologist Authorization, School Counseling or School Social Work focus.

Board Approved:

**EVERGREEN UNION SCHOOL DISTRICT  
CHILD CARE/SERRF SALARY SCHEDULE  
2023-2024**

**PROPOSED SALARY SCHEDULE WITH 8% INCREASE**

STEPS		1	2	3	4	5	6-9	10-14	15-19	20-24	25-
Class											
Worker I	1	17.26	17.26	17.26	17.26	17.26	17.26				
Lead	3	17.32	17.38	17.43	17.50	17.60	17.77				
Facilitator	4	20.75	21.46	22.59	23.76	24.99	26.33	27.65			
Supervisor	5	21.46	22.59	23.76	24.99	26.33	27.67	29.05	30.51	32.01	33.63

Board Approved:

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**EVERGREEN UNION SCHOOL DISTRICT  
SPEECH-LANGUAGE PATHOLOGY ASSISTANT SALARY SCHEDULE  
2023-2024  
PROPOSED SALARY SCHEDULE WITH 8% INCREASE**

183 days  
7 hrs/day

STEPS	1-3	4-8	9-12
	32.70	36.00	39.24
	41,886.77	46,107.39	50,259.83

Board approved:

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