



JUST THE FACTS...
The VTA/CTA/NEA 07-08 Bargaining Update
Issue #17 and 18
April 28, 2008

April 11, 2008

VTA and the District gave conditional proposals. Since none were accepted, the proposals reverted back to the previous session's proposals.

April 25, 2008

Present for the District: Burton Crinklaw, Tom Davis, Kelley Birch, John Niederkorn, Kari Fisher-Gibson, Bill Hausler

Present for the VTA: Tim Yearnshaw, Joanne Baker, Gary Masterson, Kent Puddy, Brenda Hensley (partial day)

VTA Statements

Concerning Elementary Prep outside the instructional day, the elementary members have expressed no desire to change/standardize school schedules in the District.

Concerning the Demand to Bargain presented to the District concerning the Vacaville High school "Tutorial concept", the Association would like to have discussion on this matter to better understand what the impact will be on the members. (small meeting with VTA and District and site administration.)

VTA Proposal

The Association says no to the inclusion of a Discipline article and a District Rights article into the contract.

VTA proposes:

- Increase all cells by four point five percent (4.5%) applied across the board to all salary schedules including all components of Schedule K retroactive to July 1, 2007. The increase is applicable to all unit members employed during 2007-08.
- Drop "in-District service" as it pertains to all salary schedules (as agreed to in principle on April 11, 2008).

Unit member placement on their salary schedule shall be the greater of:

- their current placement on their salary schedule, or
- their years of District service.
- No unit member shall "back up steps" on any salary schedule.

Deletion of current contract articles 3.5.10 and 3.5.11.

- The VTA proposes three years of the traditional calendar and one year of the year round program as previously provided to the District (March 20, 2008).

4.4 School Year Calendars

The 2008-09, 2009-2010, and 2010-2011 school year calendars listing all instructional days, non-instructional days, student minimum days, holidays and vacations are included as Appendix B.

- An additional one percent (1%) monies (Retroactive to April 1, 2008) increase for salary schedule restructuring to be applied to the salary schedules as determined by VTA to enhance and begin to make the salary schedules more competitive.

Restructuring may include, but is not limited to, the following:

- (1) Educational competitive adjustment to cells (w/o Masters & PHD) applied to Class 6, Class 5, and Class 4.
- (2) Experience adjustment increasing salary differences between steps in steps 16-31.
- (3) Ratio of salary schedules (Appendix A, Sections B-J) reflecting improved relationship (using working hours and days) between those schedules and the salary schedule (Appendix A, Section A).

(4) Class 6 (steps 1 - 11)

After a District caucus, the District presented the following:

District proposal

- The District proposes a 4.5% across the board salary increase to all salary schedules and Schedule K retroactive to July 1, 2007.
- The District accepts a previous session's VTA conditional calendar proposal for 2008-09. The District proposes a single District calendar for 2009-10 and 2010-11.
- The District proposes elimination of "in-District" service as it pertains to all salary schedules.
- The District accepts a previous session's VTA conditional restructuring proposal of \$60,000 for Column 6, steps 3-31, retroactive to July 1, 2007.
- The District proposes a District Rights article and the inclusion of their previous language (March 7, 2008) for the article.

After a VTA caucus, the VTA presented the following:

VTA Response

- VTA accepts the District's unconditioned proposal of 4.5% across the board salary increase to all salary schedules and Schedule K retroactive to July 1, 2007.
- VTA accepts the District's unconditioned proposal of eliminating "in-District" service as it pertains to all salary schedules.

- VTA accepts the District's unconditioned proposal of \$60,000 restructuring money for Column 6, step 3-31, with an implementation date of July 1, 2007.
- The VTA calendar proposal on April 11, 2008 for the 2008-09 school year was part of a conditional package. In light of the District's unconditioned acceptance of the elementary, middle school, high school, and year-round calendars provided by VTA on April 11, 2008, the VTA agrees to the settlement of the calendar for 2008-09.
- VTA accepts the unconditioned withdrawal of the District's Discipline article for the 2007-08 contract negotiations.
- VTA rejects the District's proposed inclusion of Article 22, District Rights and its language into the 2007-08 contract.

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District Proposal

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- The District proposes elimination of "in-District" service as it pertains to all salary schedules.
- The District accepts a previous session's VTA conditional restructuring proposal of \$60,000 for Column 6, steps 3-31, retroactive to July 1, 2007.
- The District proposes a District Rights article and the inclusion of their March 7, 2008 language (excluding article 22.3) for the article.

The session ended. The bargaining chairs agreed to discuss the next date for negotiations.