



JUST THE FACTS...



The VTA/CTA/NEA 07-08 Bargaining Update

Issue #6

October 22, 2007

Kent Puddy, Bargaining Chair
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The VTA and VUSD teams met on October 19, 2007. The VTA team members were all present, including VTA President Brenda Hensley and CTA staff person Doug Appel. The VUSD team members present were Burton Crinklaw, Kelley Birch, Kari Gibson, Tom Davis, John Niederkorn and Bill Hausler.

The two teams continued their discussion on transfer language, to clean up the language and make our contract not in violation of current Ed Code. A verbal agreement was reached on Article 7; this tentative agreement should be signed at the next bargaining session.

The rest of the session was spent on the District making proposals.

The District Team brought forth the following proposals (VTA did not officially respond):

Change Article 4.1.5 to:

Elementary Preparation/Planning: Each elementary school unit member shall receive forty-five consecutive minutes daily outside the instructional duty day for planning and preparation. This time shall be unencumbered, and not to be used for meetings, conferences, supervision, instruction, etc., unless agreed to by the unit member.

Change Article 4.1.5.2 to:

Each full time unit member assigned to grades 1-3 shall be provided 45 minutes per week of preparation time during the student day. Reasonable effort will be made to ensure that unit members in grades 1-3 do not have Monday prep in consecutive years.

Change Article 4.1.5.3 to:

Each full time unit member assigned to grades 4-6 shall be provided 90 minutes per week of preparation time during the student day. Reasonable effort will be made to ensure that unit members in grades 4-6 do not have Monday prep in consecutive years.

Delete Articles 4.1.5.4 and 4.1.5.5 (these are the prep Articles that give 30 minutes extra prep to combo and immersion/bilingual class teachers)

Here are some calculations to help you understand this proposal:

Current Regular 1-3 teacher prep minutes: 12030 minutes = 200.5 hours per year
**District Proposal 1-3 teacher prep minutes: 9720 minutes = 162 hours per year
(a 19.2% decrease).**

Current Regular 4-6 teacher prep minutes: 14460 minutes = 241 hours per year
**District Proposal 4-6 teacher prep minutes: 11340 minutes = 189 hours per year
(a 21.5% decrease).**

The District has withdrawn its conceptual proposal to increase the duty day.

The District has withdrawn its proposal to eliminate Article 4.2.2 (pay for IEP/504 meetings outside duty day).

The District proposed the following fringe benefit structure:

- a) *an individual fringe benefit cap based on the current total district cost to the group medical, dental and vision benefit and in lieu of expenditure and the number of benefit eligible unit members*
- b) *only unit members that are employed half time or greater are eligible for fringe benefits*
- c) *fringe benefits shall be prorated based on the contracted percentage of employment*
- d) *Unit members shall be able to select fringe benefits from a menu of items subject to applicable and federal and state laws. Items may include medical insurance, dental insurance, vision insurance, personal disability income protection, life insurance, long-term care insurance, personal accident indemnity plan, etc. some of these benefits shall be made by a standing committee of District and VTA representatives.*
- e) *Eligible unit members must enroll in a medical plan or demonstrate enrollment in a medical plan through some other means.*

The District proposed no changes in retiree benefits.

The District proposed modifications to their Professional Ethics and Discipline Article that they proposed on September 21, 2007 (see Bargaining Update #4). Changes included modifying 5 days to 10 days in proposed Articles 23.2.3.2, 23.2.3.3, 23.2.3.4, and 23.2.6 (you can read the entire proposed Article on update #4).

The District also proposed 2 additions to their proposed Article:

23.5 The District and Association will continue to meet and confer on any step of this article with the exception of Article 22.2.3.1, informal Oral Warning

23.6 The District and Association may request an extension of any timeline within this article. Such requests may be made by the Assistant Superintendent of Human Resources or designee and the VTA President or designee.

The District proposed an updated District Rights Article (compare to Bargaining Update #4):

22.1 It is understood and agreed that the District retains all of its powers and authority to direct, manage and control its operations to the full extent of the law and consistent with the provisions of this Agreement.

22.2 The exercise of these powers, rights, authority, duties and responsibilities by the Board, the adoption of policies, rules and regulations in furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this agreement and applicable state and federal law.

22.3 The District may suspend temporarily any provision of this Agreement in case of an emergency, as determine and declared by the District, only for the duration of such emergency and only to extent such temporary suspension is necessary. For purposes of the provision, an emergency shall include, but not be limited to, any national, state or local declared emergencies, natural disasters such as earthquake, fire or flood, or other unforeseen or catastrophic event disruptive of school operations.

22.4 The District will continue to meet and confer and practice collaborative decision making as stated in the district's strategic plan.

22.5 This Article does not authorize the District to violate any provision of this Agreement.

(continued)

The District proposed for the Wages article:

3% across the board salary increase for all salary schedules, including schedule K

\$1500 stipend and 2 additional work days to holders of special education credential who are assigned to RSP, SDC, LH, SED, Pre-School, Visually or Hearing Impaired. Holders of Provisional intern permits or short term staff permits are excluded.

Two more bargaining sessions were scheduled for October 31, 2007 and November 2, 2007.