



JUST THE FACTS...



The VTA/CTA/NEA Bargaining Update

Issue #7/8

November 6, 2007

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The teams met on October 31, 2007 and November 2, 2007. VTA team members and President Brenda Hensley were in attendance both days. Doug Appel, CTA staff, attended on 11/2/07 only. The District Team consisted of: Burton Crinklaw, John Neiderkorn, Kelley Birch, Kari Fisher-Gibson, and Tom Davis. Bill Hausler attended on 10/31/07 only.

The following is a summary of the two days:

The second tentative agreement was signed over the clean up of the transfer language to be in line with new Ed Code.

VTA made a second proposal, consisting of:

Year 1:

Secondary PE class size limit: 225

Secondary class size: 177 cap, contact limit may be increase by 2 students (with teacher consent) but teacher gets paid \$13 per day per student after 10 days in the class.

Continued to propose Association Rights associated with Charter Schools.

Retiree Health Benefits (24 years district service = 8 years of 50% medical, dental and vision; 30 years district service = 10 years of 50% medical, dental and vision).

Continued with proposal to limit the amount of classroom substituting done by non-classroom unit members.

Continued with proposal to put the District Sub Emergency procedure in the contract, with the added caveat that classes cannot be doubled up on a teacher.

Most of the monetary plan proposals continued to be proposed. The "Dropping In-District Service" component was changed so that it was a no-cost item for this year: member placement shall be the greater of their current placement or their years of district service.

Elementary Grade Level leaders were changed to \$1000 since that is currently what is being practiced.

Year 2:

Elementary Class Size firm caps: K-3 (20), 4-6 (33), 4-6 combos (31), with the added caveat that the contact limit may be increase by 2 students (with teacher consent) but teacher gets paid \$13 per day per student after 10 days in the class. Secondary PE class size: 177 students (with the \$13 caveat).

SDC class size cap: 12

RSP class size cap: 18

The continuing plan to restructure was not changed in this proposal.

Open up only 2 articles next year.

Year 3

No changes to Year 3 initial proposal except for opening 2 articles instead of 4.

Time was spent clarifying both VTA and District proposals. There was considerable table talk related to the District's proposal to decrease elementary prep time, the district's proposal for a Special Education stipend and 2 days of work and the difference in VTA/VUSD philosophies about "equitable" compensation.

Reasons the District gave for proposing the decrease in prep for elementary:

-makes prep minutes closer to secondary (secondary has an average of 250 minutes per week)

-will help the District to better utilize its "prep teachers"

-cutting 5 positions will give more money toward compensation

Reasons the District gave for proposing the Special Ed stipend and the 2 days:

-recruiting and retaining Special Education teachers

-2 days of work for possibly (they haven't worked out the details yet): special education meetings, training, organizing case files

Difference in Philosophies:

VTA believes that the plan we have proposed is justifiable. It addresses structural deficiencies that exist in our salary schedules helping to make them more comparable and competitive.

VUSD has not acknowledged the structural deficiencies and The Board (as far as we can tell) continues to want an across-the-board settlement.

It was expressed by several VTA members at the table that The Board has settled with other groups on restructuring plans (i.e. Administration and Management).

The reason given was that the District was having a hard time filling positions, so that they had to make those salaries more attractive to potential candidates.

VTA asked for the District to make a second proposal. The District refused to make another proposal, indicating that until our offer came down they would not be

willing to make movement on their proposal. The Friday session ended early with the teams agreeing to discuss the other's position with their respective boards.