



JUST THE FACTS...



The VTA/CTA/NEA Bargaining Update

Issue #9

December 18, 2007

Kent Puddy, Bargaining Team Chair
Joanne Baker, Bargaining Team Member
Gary Masterson, Bargaining Team Member
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The teams met on December 14, 2007. VTA team members and President Brenda Hensley were in attendance. Doug Appel, CTA staff, attended as well. The District Team consisted of: Burton Crinklaw, John Niederkorn, Kari Fisher-Gibson, Bill Hausler and Tom Davis.

The current proposals on the table are:

VUSD proposal:

- one year only financial settlement
- 3.25% across the board increase, including schedule K, retroactive to 7/1/07.
- \$1500 stipend and two additional days of service for Special Education teachers.
- Non-classroom members not required to substitute during a sub emergency more than one period per day.
- inclusion of a District Rights article (see previous updates for language)
- inclusion of a Professional Ethics and Discipline article (see previous updates for language)
- adoption of a uniform district calendar (see previous updates for language)
- restructure elementary prep time (see previous updates for language)

VTA proposal:

Year 1:

- 225 limit on secondary PE class size
- \$13 per student per day for secondary student contact overages
- charter school language for member protections and Ed code regulations
- retirees with 24 years of in-district service receive 8 years 50% medical, dental % vision
- retirees with 30 years of in-district service receive 10 years 50% medical, dental, % vision

- non-classroom unit member subbing limited to one period per day
- inclusion of district sub emergency procedures in contract, including language about disallowing "doubling up" of classes
- salary plan: 4.5% across the board, additional monies added to Classes 4-6, completing class 6, additional percentages applied to Classes 4-6, non-teacher salary schedules ratioed for work hours and days, drop in-district service to advance on the salary schedule
- retirement service package: 10-19 years of district service: \$100 per district service year, 20-29 years of district service: \$300 per district service year, 30+ years of district service: \$500 per district service year
- on Schedule K:
 - Adjust Girls HS Athletic Director to 8.37% of Class 3, Step 3***
 - Add Asst Varsity baseball coach (6% of class 3, step 3)***
 - Add Asst Varsity softball coach (6% of class 3, step 3)***
 - Add elementary student council advisor (2.99% of Class 3, step 3)
 - Delete middle school newspaper advisor***
 - Delete County High softball coach***
 - Elementary grade level department chairs \$1000 stipend
 - Increase all items in far right column by 4.5%

****means that the District accepted this part of the proposal***

Year 2

- Class size caps: K-3: 20, 4-6: 33, 4-6 combo: 31
- \$13 per student per day for elementary student contact overages
- SDC class size limit at 12 students
- RSP class size limit at 18 students
- Salary plan: COLA + 1% across the board, additional percentages added to Classes 4-6, Masters/PhD cells increase to \$1300, Schedule K increased by COLA + 1%
- medical cap increased to \$4,500,000
- open up to 2 articles for negotiations
- Association has right to negotiate for any additional unrestricted funding received by the District from the State

Year 3:

- Salary plan: COLA + 1% across the board, additional percentages added to Classes 4-6, Schedule K increased by COLA + 1%
- medical cap increased to \$5,000,000
- open up to 2 articles for negotiations
- Association has right to negotiate for any additional unrestricted funding received by the District from the State

(more)

In addition, VTA responded to the District's proposal of 10/19/07:

-The Vacaville Teachers Association believes the District's proposal to decrease the elementary preparation time is not in the best interest for the instruction of the students, and thus wishes to maintain current contract language concerning elementary preparation.

-VTA does not wish to increase its members' monthly premiums for health care as a result of the District's proposal concerning health and welfare benefits.

-Concerning the stipend and extra days for Special Education members and its influence on their recruitment, VTA believes that recruitment and retention of Special Education teachers is addressed by the enhancement of the salary schedules proposed in the VTA salary proposal plan.

-VTA does not wish to alter the current contract with the inclusion of Discipline language. VTA is willing to confer on a joint communiqué to its members regarding Education Code regulations concerning discipline of certificated personnel.

-The District has rights and responsibilities as mandated by State and Federal Laws and the collective bargaining agreement.

-The VTA does not believe the District's salary offer of 3% adequately compensates its members and furthermore, fails to address salary schedule issues concerning competitiveness with surrounding districts.

Next two bargaining date: January 10, 2008 and January 25, 2008.