

## Bargaining Update

January 22, 2010

Members of the District Bargaining Team: John Niederkorn, Ed Santopadre, Tom Davis, Kim Forrest.

Members of the VTA Bargaining Team: Gary Masterson, Tim Sisson, Kim Campbell, Tim Yearnshaw, Brenda Hensley, Kent Puddy.

The VTA Bargaining Team and the District signed a Memorandum of Understanding concerning an Early Notification Incentive. This Incentive has been offered in previous years and was approved by the VTA Executive Board and the VUSD Board. The purpose of this agreement is to identify members intending to leave the District and use that information to ease the number of potential Reduction in Force notices ("pink slips") in March. The details of the Memorandum of Understanding are provided at the end of this update.

Most of the rest of the session was again spent discussing data concerning savings from possible options to ease the operating costs of the District. Various numbers were discussed and updated by the District. Considerable time was used to clarify the differences concerning the concepts of reduced work calendar, furlough, same work calendar (donation back), and reduced work calendar (leave day, donation back).

The options of potential operational cost savings are presented below. Some of the potential options/savings associated with the list were changed from the last session. Some items are still being researched, thus the amounts were unknown.

### Temporary options

### Potential savings

Salary Schedule rollback, 1%	\$442,615
Freeze, step & column increase	\$564,211
Suspend Schedule K stipends	\$476,156
Increase hiring ratio (9 -12) (1 student)	\$338,000
Increase hiring ratio (7, 8) (1 student)	\$158,000
Increase hiring ratio (K-6) (1 student)	\$2,000,000
Increase hiring ratios (K - 3) (1 student)	unknown
Increase hiring ratios (4 - 6) (1 student)	unknown
Increase class size (K - 3) (1 student)	unknown
Increase class size (4 - 6) (1 student)	unknown
Increase student contacts (7, 8) (5 students)	unknown
Increase student contacts (9 - 12) (5 students)	unknown
Increase summer school class size (per school)	\$10,800
Reduce work calendar (per day)	\$243,000
Furlough (per day)	\$243,000
Same work calendar, donate back money (per day)	\$243,000
Reduce work calendar, leave day, donate back money (per day)	\$243,000
Modify elementary prep inside instructional day by 1	\$686,071
Establish individual Health cap	unknown
Reduce Health cap	negotiated value
Reduce Health cap (prorate by staff reduction)	\$504,000
Include in-lieu cost in Health cap	\$385,200

Pro-rated Health cap for eligible part time members	\$116,850
Eliminate 7-year deferral for retirees (per retiree)	\$10,500
Reduce Health carryover monies	not reconciled
Temporarily suspend pay for I.E.P. meeting outside duty day	\$2,750
Temporarily reduce sick leave from 12 days to 10 days	\$5,000
Temporarily suspend sick leave bonus (per year)	\$16,315
Flat dollar amount donation (\$360/FTE (prorated))	\$230,940

The VTA Bargaining Team presented a salary proposal. Details of the proposal are provided at the end of the update.

The District presented a proposal concerning reductions for 2009-10 and 2010-11. Details of their proposal are provided at the end of the update.

The next session was scheduled for February 5, 2010.

## **Memorandum of Understanding.**

### **Concerning an Early notification incentive.**

The Vacaville Teachers Association and the Vacaville Unified School District hereby do mutually agree to the following language which describes the practice and procedures of a early notification incentive payment to be offered by the District.

### **This incentive is effective January 25, 2010 and expires February 12, 2010 at 5:00 p.m.**

1. For the 2009-2010 school year only, the District shall pay a One Thousand Dollar (\$1,000.00) retirement/resignation early notification incentive payment to any VTA unit member who, during the period January 25, 2010 to February 12, 2010, notifies the District of their intent to retire or resign from employment effective upon the completion of the unit member's contracted terms of employment effective January 25, 2010. This incentive applies to those unit members who completely separate their employment from the District. (This incentive is not available to those unit members that have already submitted a prior letter of resignation or intent to retire to the District.)
2. Unit members who are not full time will have their payment prorated. (i.e. 40% = \$400, 6/5ths = \$1200). Unit members who are currently on unpaid Leave status would be eligible under their contract at the time their leave was approved by the District.
3. The retirement/resignation notification incentive payment shall be included on the regular April 30, 2010 pay warrant to any VTA unit member who submits a non-revocable letter of intent to retire or resign to the District's Human Resources Department not later than 5:00 p.m., on Friday, February 12, 2010.

## **VTA Proposal**

### **2008 - 09**

- **Increase all cells by zero percent (0%) applied across the board to all salary schedules including all components of Schedule K retroactive to July 1, 2008. This is applicable to all unit members employed during 2008-09.**

### **2009 – 10**

- **Increase all cells by zero percent (0%) applied across the board to all salary schedules including all components of Schedule K. This is applicable to all unit members employed during 2009-10.**

## **District Proposal**

The District proposes that VTA takes the equivalent of a 1% salary reduction in 2009-10. This reduction can be realized in the form of contract modifications or salary schedule adjustments or salary givebacks or a combination of the options.

The District proposes for the 2010-11 contract year a 2% salary schedule reduction to occur through salary schedule modification or other contract modifications.

The District calculates the 1% to be equal to \$442,615 of dollar value.