

Final Tentative Agreement

Between the
Vacaville Teachers Association
and the
Vacaville Unified School District

Agreed upon items:

- Comp time can be earned by every member, not just psychologists and teachers
- Unused Comp time will be cashed out each year.
- Grades 7-12 student contact hard caps.
 - 177 students for general ed.
 - 250 students for PE and music.

If either of above is over by up to 2 students,
members compensated \$10/day/student.

- Elementary class hard caps.
 - K-6: 34 students
 - K-6 combo: 30 students

If either of above is over by up to 2 students,
members compensated \$13/day/student.

- Meeting hours
 - 24 outside the duty day for year (90 min., next to duty day & 3 meeting/3 hour limit per month)
 - Wednesday language (minutes maintained)
 - Collaboration on agendas by Admin. & members
 - Committee meets monthly to discuss time usage
- Adjunct duties
 - 7-12: 3 duties, max. 9 hrs.
 - K-6: 2 duties, max. 9 hrs.
 - Combo: 0 duties
- 5 hour limit on meetings and conferences in conference month.
- No Wednesday Collaboration on the Wednesday before report cards are due.

- After a one week break (or longer) grades won't be due until first Thursday.
- RSP teacher prep time FINALLY IN CONTRACT!!!
- District must make effort to balance placement of special needs students in mainstream classes (workload).
- Co-teaching arrangements will get sub for one of the co-teachers when needed.
- District must notify us of high-risk students (ed code) on a weekly basis.

District got:

- Clarification of Personal option Leave and Emergency Leave language (no substantial changes)
- Less time to leave vacancies posted.
- TB test clarification language.
- All comp time cashed out at Schedule K extra duty pay rate
- A committee to discuss PAR issues.

Financial:

- 2.25% ongoing to all salary schedules (including everything on Schedule K).
- For this year, an additional 1.5% will then be applied to the salary schedules.
- **Total NEW COMPENSATION THIS YEAR: 3.78%**
 - To calculate your new salary, take your current salary, multiply by 1.0225 and then multiply by 1.015
 - Example: Step 20/75+ units Teacher
 - » $\$68,023 \times (1.0225) \times (1.015) = \70597
 - » New pay rate will start on your December pay warrant.
 - » Retro pay (base salary AND extra duty hourly/stipends) for July-Nov checks will appear on December pay warrant as well.

How calculate your retro amount (base salary only):

10 month pay person example:

Step 20/75+ column: \$68023 div by 10 = \$ 6802.30 old monthly rate

\$70597 div by 10 = \$7059.70 new monthly rate

•Sept/Oct/Nov old pay: \$6802.30 x 3 = \$20406.90

•Sept/Oct/Nov new pay: \$7059.70 x 3 = \$21179.10

DIFFERENCE in those amounts: \$21179.10 - \$20406.90 =

\$772.20 RETRO Amount

12 month pay person example:

Step 20/75+ column: \$68023 div by 12 = \$5668.58 old monthly rate

\$70597 div by 12 = \$5883.08 new monthly rate

•Jul/Aug/Sept/Oct/Nov old pay: \$5668.58 x 5 = \$28342.90

•Jul/Aug/Sept/Oct/Nov new pay: \$5883.08 x 5 = \$29415.40

DIFFERENCE in those amounts: \$29415.40 - \$28342.90 =

\$1072.50 RETRO Amount

Members' surveys supported:

- Reduced meeting hours. (achieved)
- Reduced adjunct duties/hours. (achieved)
- Balance of special needs students in classes. (achieved)
- Retirement Incentive Plan (not at this time)
- balancing class sizes across the district (no specific language, but K-3 will move towards that as they decreased to the 24:1 ratio)
- furloughs being student days (not needed)
- cuts to Schedule K/extra duty pay (not needed)
- reduction in medical premium carryover (not needed)
- maintain higher hiring ratios instead of \$ cuts (not needed)
- contract similar to last year (chart) (not needed)

Members' surveys did not support:

- Evaluations based on student test scores. (not in T.A.)
- Furlough days as teacher work days. (not in T.A.)
- Salary donation back to District. (not in T.A.)
- Reduction in health benefits cap. (not in T.A.)
- Freeze in step & column. (not in T.A.)
- Flat dollar donation. (not in T.A.)
- A strike. (not necessary)

VTA Executive Board unanimously
recommended
the Final Tentative Agreement
to the membership.

What' s next?

Today: *Ratification voting packets distributed to Site Reps. PowerPoint will be posted to the website ASAP; final TA and language posted to website already.*

Tomorrow–Friday am: *Members vote on ratification of Tentative Agreement.*

PLEASE encourage members to vote.

If members ratify this agreement,
it will go to the school board to ratify on Nov 7th .

The End