



# JUST THE FACTS...



## The VTA/CTA/NEA Common Core Impact Bargaining Update Issue #5 June 12, 2014

The VTA and VUSD teams met on June 12, 2014 for 4.5 hours.

VTA representatives: Brenda Hensley, Gary Mastersen, Lynne Grow, Moira McSweeney

VUSD representatives: Randy Henry, Danielle Storey, Ed Santapadre, Janet Dietrich, Mark Frazier, Manolo Garcia

The District presented the following language on June 12<sup>th</sup>:

In an effort to continue the collaborative process established in developing the California Common Core K-12 standards and to ensure and maintain the integrity of the California Common Core K-12 (and other) standards, VTA and VUSD agree to the following:

1. Starting June 20 2014, an ongoing Professional Development Advisory Committee shall be convened.

The purpose of the committee is to work collaboratively to address systemic implementation and individual needs. The Professional Development Advisory Committee (PDAC) will discuss teacher and administrative input to secure, schedule, refine and/or restructure professional development opportunities.

The committee shall be comprised of the following:

Ten (10) teachers (elementary, secondary, special education represented)  
Four (4) district/site administrators

There will be a professional development planning committee who will collaboratively select the members of the committee. The planning committee will be represented by two (2) VTA representatives and two (2) district representatives.

The larger committee will be split into an elementary and secondary committee.

The committee shall work within the parameters of the collective bargaining agreement. Any recommendation of the committee that would necessitate a change in the collective bargaining

agreement shall be referred back to the bargaining teams. The committee shall make no change in the collective bargaining agreement.

2. The District and VTA shall develop a list of important terms and definitions for all teachers and administrators (including formative and summative assessment definitions).
3. The District and VTA shall analyze the amount of assessment per grade level (with the help of the IMAP team members) to determine proper timing and the quantity of assessments and their value to teachers and students.
4. Within the student calendar, bargaining unit members who are participating on instructional mapping committees, report card committees and/or receiving professional development for their contracted day shall be released one (1) hour for the purpose of lesson preparation

Committee meetings and professional development sessions that are held outside the duty day shall continue to be paid at the extra duty rate of pay (Appendix A, Section K).

For any district provided, common core related professional development training during their contracted day in the 2014-15 student calendar, 1.5 hours will be designated for collaborative lesson design time or collaborative planning.

5. Meeting hours used at school site (Article 4.2.1) shall be limited in the following manner: Up to fifteen (15) hours of meetings may be determined by the site administrator and nine (9) hours shall be determined by the parameters of article 4.2.1.4. This is not exclusive to Wednesdays.
6. The District and VTA bargaining teams agree to meet by April 1, 2015 to review this MOU.
7. It is acknowledged that if there are other impacts because of new standards implementation, then the parties agree to meet and bargain remedies related to those impacts.
8. All of the components of this MOU are for the 2014-15 school year only.

#### **After a caucus, VTA offered another proposal:**

In an effort to continue the collaborative process established in developing the California Common Core K-12 standards and to ensure and maintain the integrity of the California Common Core K-12 (and other) standards, VTA and VUSD agree to the following:

1. An ongoing Professional Development Advisory Committee shall be established and convened. The purpose of the committee is to work collaboratively to address systemic implementation and individual teachers' needs. The Professional Development Advisory Committee (PDAC) will discuss teacher and administrative input to secure, schedule, refine and/or restructure professional development opportunities.

The committee shall be comprised of the following:

Ten (10) teachers (elementary, secondary, special education represented)

Four (4) district/site administrators

There will be a professional development planning committee who will collaboratively select the members of the committee. The planning committee will be comprised of two (2) VTA representatives and two (2) District representatives.

The Educational Services department will facilitate the committee and any subcommittees formed from the PDAC committee.

The PDAC committee shall report back to the District and VTA bargaining teams by March 1, 2015 on the progress of the committee.

The PDAC committee shall work within the parameters of the collective bargaining agreement. Any recommendation of the committee that would necessitate a change in the collective bargaining agreement shall be referred back to the bargaining teams. The committee shall make no change in the collective bargaining agreement.

2. The District and VTA shall develop and periodically update a list of important terms and definitions for all bargaining unit members and administrators (including formative and summative assessment definitions).

3. The District and VTA shall analyze and revise, as needed, the amount of assessment per grade level, with the help of IMAP (Instructional Mapping Committee) team members, to determine proper timing and the quantity of assessments and their value to teachers and students.

4. Beginning with the 2014-15 school year, bargaining unit members who are participating on instructional mapping committees, report card committees and/or receiving professional development during their duty day shall be released one (1) hour for the purpose of lesson preparation.

Committee meetings and professional development sessions that are held outside of the duty day shall continue to be paid at the extra duty rate of pay (Appendix A, Section K).

For any District-provided, new standards-related professional development training during the contracted day, one and a half (1.5) hours shall be designated for collaborative lesson plan design time or collaborative planning. For training less than a full day inside the contracted day, the one (1) hour designated for lesson preparation and the one and a half (1.5) hours of lesson design/planning time shall be proportional to the release time.

5. Items #1, 2, 3, and 4 in this MOU shall go into immediate effect and shall be included in the next collective bargaining agreement upon ratification.

6. For the school year 2014-15, the meetings hours used at school sites (Article 4.2.1) shall be limited in the following manner: Up to eighteen (18) hours of meetings may be determined by the site administrator (within the parameters of article 4.2.1). Article 4.2.1 shall still be in effect, including the limit per day and per month for meetings. For grades TK-6, no meetings shall be scheduled in the months of October, February and May.

7. For the school year 2014-15, Wednesday PLC meetings shall be comprised of the following: up to fifty percent (50%) of the meetings shall follow Article 4.2.1 and at least fifty percent (50%) of the meetings shall be member-directed and used for collaborative planning/grading time.

8. For the school year 2014-15, Article 4.3.1 shall be changed to read:

4.3.1 The non-pupil work days of each unit member's contract year shall be limited in their structure. These days shall be unencumbered, except for **six and a half (6.5) hours, to prepare for the upcoming school year, including but not limited to individual curriculum planning**, and/or completing the responsibilities for ending the school year. Reasonable effort shall be made by administration to utilize the encumbered time for those topics essential to the start of the school year.

9. The District and VTA bargaining teams agree to meet by April 1, 2015 to determine if any modifications and/or extensions need to be made to items #6, #7 and #8 above for the 2015-16 year.

10. It is acknowledged that if there are other impacts because of new standards implementation, then the parties agree to meet and bargain remedies related to those impacts.

After a caucus, the District made some verbal proposals to decrease time amounts in the VTA proposal items #6, 7 and 8.

VTA refused to change its proposal. The District left the room, but then sent a representative back to the room to ask the VTA team to wait.

After some minor changes, the following MOU was signed:

Memorandum of Understanding  
between  
The Vacaville Teachers Association (VTA)  
and  
The Vacaville Unified School District (VUSD)

In an effort to continue the collaborative process established in developing the California Common Core K-12 standards and to ensure and maintain the integrity of the California Common Core K-12 (and other) standards, VTA and VUSD agree to the following:

1. An ongoing Professional Development Advisory Committee shall be established and convened. The purpose of the committee is to work collaboratively to address systemic implementation and individual teachers' needs. The Professional Development Advisory Committee (PDAC) will discuss teacher and administrative input to secure, schedule, refine and/or restructure professional development opportunities.

The committee shall be comprised of the following:

Ten (10) teachers (elementary, secondary, special education represented)

Four (4) district/site administrators

There will be a professional development planning committee who will collaboratively select the members of the committee. The planning committee will be comprised of two (2) VTA representatives and two (2) District representatives.

The Educational Services department will facilitate the committee and any subcommittees formed from the PDAC committee.

The PDAC committee shall report back to the District and VTA bargaining teams by March 1, 2015 on the progress of the committee.

The PDAC committee shall work within the parameters of the collective bargaining agreement. Any recommendation of the committee that would necessitate a change in the collective bargaining agreement shall be referred back to the bargaining teams. The committee shall make no change in the collective bargaining agreement.

2. The District and VTA shall develop and periodically update a list of important terms and definitions for all bargaining unit members and administrators (including formative and summative assessment definitions).

3. The District and VTA shall analyze and revise, as needed, the amount of assessment per grade level, with the help of IMAP (Instructional Mapping Committee) team members, to determine proper timing and the quantity of assessments and their value to teachers and students.

4. Beginning with the 2014-15 school year, bargaining unit members who are participating on instructional mapping committees, report card committees and/or receiving professional development during their duty day shall be released one (1) hour for the purpose of lesson preparation.

Committee meetings and professional development sessions that are held outside of the duty day shall continue to be paid at the extra duty rate of pay (Appendix A, Section K).

For any District-provided, new standards-related professional development training during the contracted day, one and a half (1.5) hours shall be designated for collaborative lesson plan design time or collaborative planning. For training less than a full day inside the contracted day, the one (1) hour designated for lesson preparation and the one and a half (1.5) hours of lesson design/planning time shall be proportional to the release time.

5. Items #1, 2, 3, and 4 in this MOU shall go into immediate effect and shall be included in the next collective bargaining agreement upon ratification.

6. For the school year 2014-15, the meetings hours used at school sites (Article 4.2.1) shall be limited in the following manner: Up to eighteen (18) hours of meetings may be determined by the site administrator (within the parameters of article 4.2.1). Article 4.2.1 shall still be in effect, including the limit per day and per month for meetings. For grades TK-6, no more than one (1) meeting shall be scheduled in the months of October, February and May.

7. For the school year 2014-15, Wednesday PLC meetings shall be comprised of the following: up to fifty percent (50%) of the meetings shall follow Article 4.2.1 and at least fifty percent (50%) of the meetings shall be member-directed and used for collaborative planning/grading time. Current and future agenda topics during member-directed time shall be communicated to the site administrator. The bargaining teams agree to meet by January 31, 2015 to discuss the progress of the member-directed portion of the Wednesday PLC time.

8. For the school year 2014-15, Article 4.3.1 shall be changed to read:

4.3.1 The non-pupil work days of each unit member's contract year shall be limited in their structure. These days shall be unencumbered, except for **six and a half (6.5) hours, to prepare for the upcoming school year, including but not limited to individual curriculum planning**, and/or completing the responsibilities for ending the school year. Reasonable effort shall be made by administration to utilize the encumbered time for those topics essential to the start of the school year.

9. The District and VTA bargaining teams agree to meet by April 1, 2015 to determine if any modifications and/or extensions need to be made to items #6, #7 and #8 above for the 2015-16 year.

10. It is acknowledged that if there are other impacts because of new standards implementation, then the parties agree to meet and bargain remedies related to those impacts.

\_\_\_\_\_(Signature on file)\_\_\_\_\_

Randy Henry  
VUSD, Chief Human Resources

Date: \_\_\_\_\_

\_\_\_\_\_(Signature on file)\_\_\_\_\_

Moira McSweeney  
VTA, President

Date: \_\_\_\_\_