

Contract year 2016-17
Tentative Agreement #8
Between the
Vacaville Teachers Association
And the
Vacaville Unified School District

The Vacaville Teachers Association and the Vacaville Unified School District agree to the following concerning the 2016-17 contract (changes/additions/deletions in bold or strikethrough):

3.5.6 **Beginning July 1, 2016, a unit member** must have been on duty and served as a **unit member** for at least seventy-five percent (75%) of the days school is in session in any year to receive credit for one (1) year of service toward advancement on the salary schedule. ~~Days of leave granted under the provisions of paragraph 6.1 through 6.2.15 shall not be counted as days of service for the above purpose.~~ **"On duty" is any instructional day that a unit member is receiving an amount equal to his/her per diem rate of pay (including on personal leave, workers' compensation leave, etc.) for his/her job position.**

8.2.4 **Beginning July 1, 2016, a part time unit member** who is on duty and serves as a unit member for at least seventy-five percent (75%) of the days school is in session in any school year shall receive credit for one (1) year of service toward advancement on the salary schedule. This requirement can be achieved over two (2) consecutive school years. **"On duty" is any instructional day that a unit member is receiving an amount equal to his/her per diem rate of pay (including on personal leave, workers' compensation leave, etc.) for his/her job position.**

3.5.2 Each unit member will be allowed to accumulate in-service credit points for the purpose of advancement on the salary schedule in accordance with established definitions, rules and procedures of District policy (BP **4131**).

3.5.3 Credit for service outside the District shall be granted on the salary schedule at the rate of one (1) increment (step) for one (1) year of service up to a maximum of 12 steps. Private school experience for step increment on the salary schedule shall be accepted, providing the private school was state accredited and the unit member in question held a valid credential at the time of the teaching experience. Earned degrees received and units of study in an accredited institution of higher learning shall be allowed for initial placement ~~and subsequent horizontal movement on the salary schedule.~~ ~~Units of study for professional growth shall also be counted for horizontal movement on the salary schedule.~~ In no case will any unit member be given credit for more years of experience than the actual number of years they have taught. Out of district experience in public or private schools, within the last fifteen (15) years, on similar level will be acceptable.

3.5.5 Course credit for salary placement and movement on the salary schedule shall be given for post-graduate, lower division, upper division or graduate course work taken at two-year or four-year colleges, universities, or graduate schools which are accredited by a regional accrediting commission or other programs approved by the District

If credit for a lower division course is desired, justification must be provided showing the actual need for such a course either as a prerequisite or to fulfill a professional responsibility of the unit member.

- 3.5.5.1 Submission of official transcripts for column changes shall be governed pursuant to the following schedule:
 - 3.5.5.1.1 For transcripts submitted between May 1 and August 31, the unit member's salary schedule column changes shall be effective on September 1 and reflected in their September 30 pay warrant
 - 3.5.5.1.2 For transcripts submitted between September 1 and December 31, the unit member's salary schedule column changes shall be effective on January 1 and reflected in their January 31 pay warrant.
 - 3.5.5.1.3 For transcripts submitted between January 1 and April 30, the unit member's salary schedule column changes shall be effective on May 1 and reflected in their May 31 pay warrant.

3.5.5.2 Units of study for professional growth and district in-service (professional development) shall also be counted for salary placement and movement on the salary schedule including Continuing Education Units (CEU's) granted for attending professional development. Professional development activities shall be directly related to the unit member's current or future assignment(s), professional responsibilities, credential(s) and/or degree(s). Semester hours (units) as defined by the particular accredited college or university will be acceptable for placement on the salary schedule. Quarter hours (units) shall be converted to semester hours (units) by multiplying the total of such hours (units) by two-thirds (2/3).

3.5.5.2.1 When a transcript is unavailable for proof of Continuing Education Units or other professional development, unit members may submit proof of completion of unpaid hours outside of the duty day towards salary schedule column changes. Professional development hours may be earned from either in-District trainings or approved out-of-District trainings. Unpaid hours outside the duty day shall be recorded on District "yellow cards." Twelve (12) hours of professional development is equivalent to one (1) semester unit. The schedule for submission of "yellow card" hours for salary schedule column changes shall be the same as that of official transcripts (Article 3.5.5.1).

For the District

For the Association

*Randy Henry
VUSD Chief Negotiator*

*Brenda Hensley
VTA Bargaining Chair*

Date