

# Final Tentative Agreement

Between the  
Vacaville Teachers Association  
and the  
Vacaville Unified School District  
2017-2018, 2018-2019 and 2019-2020

# 2017-2018, 2018-2019 and 2019-2020 contract years

- CTA recommended that all chapters get a 3-year contract in place.
- VTA and VUSD agreed to reopeners for:
  - Wages
  - Health Benefits
  - Calendar
  - One additional article each and others through mutual agreement

# \$ SURVEY RESULTS \$100 task (% based on total \$ allocated)

- Across the Board Salary increase: 34% ✓
- Lower Class Sizes 18%
- Compress Salary Schedule: 11%
- Lower Out-of-Pocket Health Costs: 7% ✓
- Increase Salary Steps 1-5 7%
- 90-unit column 6%

# SURVEY RESULTS: CALENDAR

- “I favor maintaining the current calendar structure for 2019-2020.”

82% replied YES ✓

18% replied NO



## Agreed upon items

### (Tentative Agreements & Non-Temporary MOUs):

- Elementary, Middle School and High School Calendars for 2019-20
- Changed “CAHSEE and STAR” to “CAASPP” in Article 4.1.4.3 9 (secondary prep time).
- Changed “API/AYP” to “any state and/or federal growth targets” in Article 10.11.7 (things that can’t be used in an evaluation).
- Short Term Independent Study Committee (TA then MOU)
- Article 4.2 Site Meetings: gave option for staff to vote for before/after school staff meetings (due to school start time changes), 10 minutes of VTA time guaranteed at staff meetings and members also have input on the use and content of staff meetings.
- Changed CTE Placement to 1000 clock hours instead of 1560 of experience (aligned with state language).

- Added Schedule K positions: HS Senior Class Advisor, HS Asst. Choir Director, HS CTE Advisor (100-hour requirement for CTE)
- Changed Elem, MS and HS Robotics Advisors to “Club Advisors” for each level (on Schedule K)
- Deleted “Intramurals” from Schedule K (unused)
- Secondary Prep: guaranteed equivalent minutes of prep if a schedule change occurs; language regarding a consensus of affected members needed to make a significant schedule change (like block schedules).
- Deleted an outdated hiring ratio for SLPs and based the ratio on student service needs.
- Extended the Elementary Prep MOU for another year. District would like to establish a committee to explore options.
- Elementary PE Release teachers are not itinerant (MOU 6/16/17)

- Codified language for onboarding process of new members and VTA access to them (AB 119 MOU)
- Added an article regarding Security Cameras and Monitoring Equipment on campuses and unit members rights (MOU 6/16/17)
- Adjusted Summer School schedule to allow for a 5-hour day with comparable pay (MOU 6/9/17)
- Permanent language for SDC caseload caps of 14 (+2 with \$) (MOU 6/16/17)

# Post-Retirement Health Benefit Options

- Due to an IRS rule, every retiree would have to pay over \$5000 in taxes for the \$17,500 option EVEN IF THEY DID NOT CHOOSE THAT OPTION (IRS Doctrine of Constructive Receipt).
- To avoid financial harm to all retirees this year and ongoing, we deleted that option.
- Retirees now do NOT have to have continuous coverage to take advantage of the 2 options available (7 years of 50% medical or 3 years of 100% medical).
- We want to explore other options in the future.



# Survey Results: Health Benefits

- “Every member should get the same amount of money towards health benefits.”
  - 64% AGREE
  - 36% DISAGREE
  
- “Benefits should be prorated for % worked.”
  - 71% AGREE
  - 29% DISAGREE

# Member Data

- As of January 1, 2018:
  - 457 members out of 683 take medical benefits through VUSD (67%)
  - 256 out of 457 members take Kaiser Bay (\$779.86/mo. plan cost) or Sac (\$703.96/mo. plan cost) single subscriber plans (56%)
  - 683 members take dental and vision

# Health Benefits: NO GROUP CAP!

- \$775 individual cap for every member 50% FTE or above (we did not prorate because of attract and retain priorities).
- Retroactive to January 1, 2018.
- Hiring more members will not cause other members to pay more for health care.
- No guessing or estimate health care rates during open enrollment; you will know what the rates are before choosing an option!
- Dental and Vision fully paid for all eligible members, just like SEIU and Administration.
- NO out of pocket costs will go up (hold harmless clause) until Dec 31, 2018 (after open enrollment for January 2019).

# Kaiser Out-of-Pocket Changes

(12 month rate)

Blue column = current rate

Yellow column = new rate

<b>KAISER (BAY AREA)</b>		
SUBSCRIBER	\$163.88	\$4.86
SUBSCRIBER + 1	\$943.74	\$784.72
SUBSCRIBER + 2	\$1,411.66	\$1,252.64

<b>KAISER (SAC.)</b>		
SUBSCRIBER	\$147.93	\$0.00
SUBSCRIBER + 1	\$851.89	\$632.92
SUBSCRIBER + 2	\$1,274.27	\$1,055.30

# Salary Schedule Simplification

- For all Salary Schedules:
  - Delete Masters and Doctorate columns
  - Add “Masters or National Board: 3.1% of Appendix A, Section A, Class 3, Step 3”
  - Add “2 of: Masters/National Board/Doctorate: 6.2% of Appendix A, Section A, Class 3, Step 3”

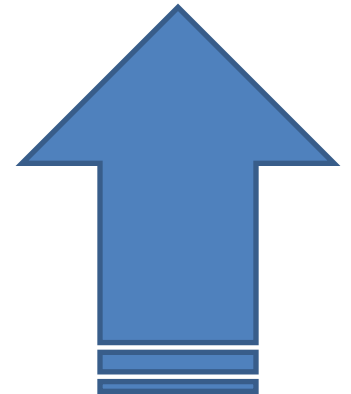
**This change does NOT affect  
STRS reporting  
of your base salary**

# CalSTRS Member Contribution Rates

Effective Date	Prior Member Contribution Rate	Rate Changes Under AB 1469	
		2% at 60 Members	2% at 62 Members*
July 1, 2014	8%	8.15%	8.15%
July 1, 2015	8%	9.20%	8.56%
July 1, 2016	8%	10.25%	9.205%

# VUSD CalSTRS Contribution Rate

Effective Date	Prior Employer Contribution Rate	Increases Under AB 1469	
		Increase	Total
July 1, 2014	8.25%	0.63%	8.88%
July 1, 2015	8.25%	2.48%	10.73%
July 1, 2016	8.25%	4.33%	<b>12.58%</b>
July 1, 2017	8.25%	6.18%	<b>14.43%</b>
July 1, 2018	8.25%	8.03%	<b>16.28%</b>
July 1, 2019	8.25%	9.88%	18.13%
July 1, 2020	8.25%	10.85%	19.1%
July 1, 2046	8.25%	Increase from prior rate ceases in 2046-47	



# Across the Board Increase

- 1.5% Across the Board
- Retroactive to July 1, 2017
- Applies to all Salary Schedules, including Schedule K, except for CTE Stipend (\$2500)

School Year	Ongoing Percent Increase
2013-2014	2.25%
2014-2015	4.00%
2015-2016	6.08%
2016-2017	2.50%
2017-2018	1.50%
<b>Cumulative percent Increase for last 5 years</b>	<b>17.36%</b>

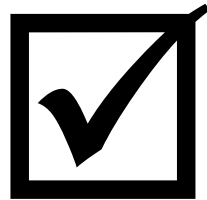


# Retro?

- Hoping May paychecks for % increase
  - It might be June before we see the health retro \$



VTA Executive Board unanimously  
recommended a vote of YES on  
the Final Tentative Agreement  
to the membership.



# What's next?

Today: *Ratification voting packets distributed to Site Reps*

Thursday March 29th - April 11 NOON: *Members vote on ratification of Tentative Agreement. A copy of the Final TA is included in the voting packet.*

**PLEASE encourage members to vote.**

If members ratify this agreement, this will go the School Board for ratification on April 12, 2018.

The End