

**Final Tentative Agreement**  
Between the  
Vacaville Teachers Association  
And the  
Vacaville Unified School District

**2020-2021 and 2021-2022 Collective Bargaining Agreement**

**Final Tentative Agreement**

The bargaining teams for the Vacaville Teachers Association and the Vacaville Unified School District hereby enter into this Tentative Agreement to resolve all issues which were opened, or which could have been opened, for the negotiations for the 2020-2021 and 2021-2022 school years. Both bargaining teams agree fully and actively support ratification of this tentative agreement by the members of the Vacaville Teachers Association and by the Governing Board of the Vacaville Unified School District. This is a tentative agreement and will not become final (unless specified by a Memorandum of Understanding) and binding until ratification by the Vacaville Teachers Association and the Governing Board.

All contract language changes are in bold print within (attached).

All prior tentative agreements/settlements arising from the 2020-2021 negotiations shall be implemented (attached).


All prior memoranda of understanding from the 2020-2021 negotiations are hereby implemented and will become part of the contract language upon ratification (attached).

All contract language not identified in this final agreement or prior tentative agreements, or MOU's/agreements shall remain status quo, with no change in current contract language.

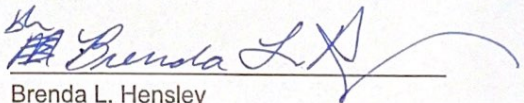
The bargaining teams agree to reopen the following articles for 2021-2022 negotiations:

Article 2 Recognition  
Article 4 Hours of Employment  
Article 6 Leaves of Absences  
Article 7: Assignments, Transfers, Vacancies, & Seniority  
Article 9: Class Size  
Article 10: Evaluation Procedures  
Article 19: Peer Assistance & Review (P.A.R.)  
New Article: Due Process/Progressive Discipline

FOR THE DISTRICT

  
Chris Hulett  
VUSD Asst. Supt. Human Resources

FOR THE ASSOCIATION

  
Brenda L. Hensley  
VTA Bargaining Chair

5/5/21

Date



Chris  
BL

**Contract Years 2020-2021 and 2021-2022**

**Tentative Agreement #1**

**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 2020-2021 and 2021-2022 salary schedules:

2020-2021

For all cells on all salary schedules, including all portions of Appendix A, Section K, a one-percent (1%) across-the-board increase shall be applied, retroactive to July 1, 2020. Masters, National Board Certification and Doctorate amounts shall be increased accordingly. The base percentages of Appendix A, Section K will remain the same but the cell (Step 3, Class III) will increase by 1.0%, thus increasing the entire schedule by 1.0%.

Additionally, retroactive to January 1, 2021, for all cells on all salary schedules, including all portions of Appendix A, Section K, a one-percent (1%) across-the-board increase shall be applied. The base percentages of Appendix A, Section K will remain the same but the cell (Step 3, Class III) will increase by an additional 1.0%, thus increasing the entire schedule by an additional 1.0%.

All members that serve in Special Education positions (special education teachers, psychologists, speech language pathologists, nurses, etc. ) shall receive a one-time off schedule bonus of five-hundred dollars (\$500). This bonus shall be prorated based on FTE (for example: 60% FTE =  $\$500 \times .6 = \$300$  or 120% FTE =  $\$500 \times 1.2 = \$600$ ).

In addition, a one-thousand dollar (\$1000) one-time off schedule bonus shall be paid to all unit members. This bonus shall be prorated based on FTE (for example: 60% FTE =  $\$1000 \times .6 = \$600$  or 120% FTE =  $\$1000 \times 1.2 = \$1200$ ).

2021-2022

For all cells on all salary schedules, including all portions of Appendix A, Section K, a one-and-a-half percent (1.5%) across-the-board increase shall be applied. Masters, National Board Certification and Doctorate amounts shall be increased accordingly. The base percentages of Appendix A, Section K will remain the same but the cell (Step 3, Class III) will increase by 1.5%, thus increasing the entire schedule by 1.5%.



If in 2021-2022 enrollment increases from 2020-2021 levels by 175 students or more (measured on October 6, 2021), then both parties agree to come back to negotiate possible increased compensation.

The Vacaville Teachers Association and the Vacaville Unified School District agree to the following changes concerning the 2020-2021 contract and ongoing (change in bold):

5.3 District Contribution Level

5.3.1 The District shall contribute a monthly amount towards medical benefits.

5.3.1.1 Eligible unit members shall receive **\$775 per month** (per twelve (12) months of coverage) towards medical benefits. **Starting January 1, 2021, eligible unit members shall receive \$814 per month (per twelve (12) months of coverage) towards medical benefits. Starting January 1, 2022, eligible unit members shall receive \$855 per month (per twelve (12) months of coverage) towards medical benefits.**

5.3.4 The District shall provide vision insurance coverage, at no cost, to all eligible unit members. **The District will cease to reimburse unit members for vision office visit copayments beginning July 1, 2021.**

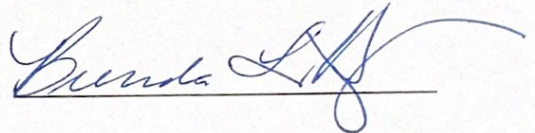


Chris Hulett

Asst. Supt. of Human Resources

5/5/21

date



Brenda Hensley

VTA Bargaining Chairperson