

Memorandum of Understanding  
Between  
the Vacaville Unified School District  
and  
the Vacaville Teachers Association

The Vacaville Teachers Association and the Vacaville Unified School District agree to the following article changes for 2021-2022 and shall be incorporated into the collective bargaining agreement upon ratification. All other articles and sub articles of 7.8 Seniority remain the same. Changes are in bold.

7.8.2 Unit members with the same initial date of service shall have their seniority number determined by the following **process**:

- 1. Credential – Unit members with a clear credential shall be ranked above those with a preliminary credential. Those without a credential (interns, PIP, STP, waivers) shall be ranked below those with a credential.**
- 2. If the credentials are the same, unit members with more additional credentials, certificates and/or authorizations shall be ranked above those with fewer. Certificates may include National Board certification and authorizations may include additional credential areas. For example, a Biology teacher may have a Chemistry authorization if they pass the CSET in the additional area. All credentials, certificates and/or authorizations shall be weighted equally.**
- 3. If the number of credentials, certificates and/or authorizations are the same, then the member with more units beyond a bachelor's degree shall be ranked above those with fewer units. Units will be determined by official transcripts on file in Human Resources.**
- 4. If the units are the same then the member with more professional development hours on file with Human Resources for the purpose of advancement shall be ranked above those with fewer hours.**

5. All else being equal, seniority will be determined by **lottery**.

7.8.3 Once the lottery is used to determine a unit member's seniority ranking, that seniority ranking shall remain in effect during the unit member's continuous service in the bargaining unit, **unless there has been a change in a unit member's credential(s), certificate(s), authorizations or training towards certifications and authorizations, and the number of submitted units the District has on file. If there has been a change, then a unit member's seniority ranking shall be reestablished based on article 7.8.2.**

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Chris Hulett  
Asst. Supt. of Human Resources

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Todd Blanset  
VTA President

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