

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

**2021-2022 Tentative Agreement #1  
Changes to Articles 6.1 and 6.2**

Changes in Bold, Deletions in strikethrough:

6.1 ~~Personal~~ **Sick** Leave Accounting

6.1.1 Unit members will receive the following hours of ~~personal sick~~ leave per year (**prorated by FTE**):

6.1.1.1 Teachers, Nurses, Digital Technology Specialists,  
Content Area Specialists, Librarians 78 hours **per 1.0 FTE**

6.1.1.2 Counselors, Coordinators,  
State Preschool Permit Teachers, **Program Specialists** 84 hours **per 1.0 FTE**

6.1.1.3 Psychologists, Speech Therapists 90 hours **per 1.0 FTE**

~~6.1.1.4 Program Specialists 87.5 hours~~

6.1.2 Teachers

6.1.2.1 When a substitute is required there will be a charge against ~~personal sick~~ leave of one (1) hour per class/preparation period.

6.1.2.2 Additional time will be charged in fifteen (15) minute increments.

6.1.3 All other certificated unit members not covered in Article 6.1.2 will be charged in one-hour increments plus any additional 15-minute increments; such charges shall be made against ~~personal sick~~ leave.

6.2 Types of Leave

6.2.1 ~~Personal~~ **Sick** Leave

6.2.1.1 A unit member may use **their** ~~his/her~~ accumulated ~~personal sick~~ leave for the following reasons:

**6.2.1.1.1 Illness, including issues related to a unit member's mental health**

6.2.1.1.2 Death, accident involving person or property, or illness in a unit member's family. This may include, but is not limited to: spouse; children; parents; sibling; grandparents; grandchildren; mother-in-law or father-in-law; daughter-in-law or son-in-law; or any relative or dependent residing in the unit member's immediate household.

**6.2.1.1.2 Illness involving any relative or dependent residing in the unit member's immediate household**

**6.2.1.1.3 Accident involving person or property of a unit member or any relative or dependent residing in the unit member's immediate household.**

**6.2.1.1.4 Death involving any relative or dependent residing in the unit member's immediate household.**

6.2.1.1.5 Appearance in court as a litigant.

6.2.1.1.6 Observance of religious holidays.

**6.2.1.1.7 Personal necessities including family related matters that occur during the workday or professional growth to attend conferences, travel/study programs, or other professional activities. A unit member may not use more than five (5) days per year of sick leave for this purpose.**

6.2.1.2 The unit member shall not be required to secure advance permission for use of ~~personal sick~~ leave.

6.2.1.3 Sick Leave, **including personal necessities**, may not be used for other employment, withholding of services or activities normally considered to be related to recreation or vacation.

**6.2.2 Personal Option Leave (POL)**

~~6.2.2.1 Unit members may use up to three (3) days per year of Personal Leave accumulated under Article 6.1 as Personal Option Leave. Unit members who have exhausted their balance of Personal Leave granted under Article 6.1 are not eligible for Personal Option Leave. Personal Option Leave days may not be accumulated and/or carried over from year to year.~~

~~6.2.2.2 Personal Option Leave may be used for personal necessities including family related matters that occur during the workday or professional growth to attend conferences, travel/study programs, or~~

~~other professional activities. Personal Option Leave may not be used for other employment, withholding of services or activities normally considered to be related to recreation or vacation.~~

~~6.2.2.3 A fourth and fifth day of Personal Option Leave may be taken annually from accumulated Personal Leave and must be utilized for the purpose of participation in professional development activities that are directly related to the unit member's current or future assignment(s), credential(s) and/or degree(s). A unit member must provide notice to, but not have to get approval from, his/her administrator for the use of these two (2) Personal Option Leave days.~~

All other references to "Personal Leave" and "Personal Option Leave" in the contract shall be changed to reflect these changes.

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Chris Hulett  
VUSD Assistant Supt. Human Resources

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Brenda L. Hensley  
VTA Bargaining Chairperson

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date