

**Memorandum of Understanding (MOU) between
the Vacaville Teachers Association (VTA) and the
Vacaville Unified School District (VUSD)**

Initial Placement of Unit Members on Salary Schedules

Because of the immediate need for the District to recruit and hire employees, the District and VTA agree to the following changes to Article 3.5.3.

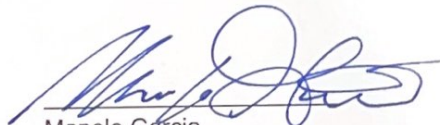
This MOU shall go into effect starting July 1, 2023 and shall be incorporated into the collective bargaining agreement after the next ratification.

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. 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 a similar level will be acceptable.

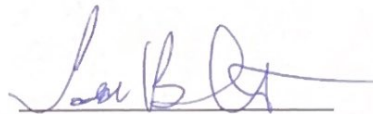
For unit members with a seniority date after July 1, 2018, credit for service outside the district shall be granted on the salary schedule at the rate of one (1) increment (step) for one (1) year of service up to a maximum of fifteen (15) steps. Any out of district experience in public or private schools, on a similar level, will be acceptable. **Out of district experience in public or private schools, within the last fifteen (15) years, on a similar level will be acceptable.**

For unit members with a seniority date after July 1, 2023, 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 twenty-four (24) steps. Any out of district experience in public or private schools, on a similar level, will be acceptable. **Out of district experience in public or private schools, within the last twenty-seven (27) years, on a similar level will be acceptable.**

Pending more legal information, the parties agree to meet to discuss possible changes in placement for those members with seniority dates before July 1, 2023.


Manolo Garcia
Asst. Supt. Of Human Resources

5/24/23
date


Todd Blanset
VTA President