

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

Changes to Article 3.5.3

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, shall supersede any prior changes to this article by MOU, 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, for all current and new unit members, at the rate of one (1) increment (step) for one (1) year of service up to a maximum of twenty-four (24) 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. 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.

No changes to sub articles 3.5.3.1, 3.5.3.2, 3.5.3.3 and 3.5.3.4.



David Robertson
Asst. Supt. of Human Resources



Brenda Hensley
VTA President

Date: 12/12/2023