



JUST THE FACTS...



The VTA/CTA/NEA 23-24 Bargaining Update
Issue #16
December 12, 2023

The VUSD and VTA bargaining teams met for 6 hours on December 12, 2023.

VUSD Team Members: Sasha Begell, Ali Eeds, Lynn Benevides, Kelly Burks, Colleen Moe, David Robertson, Cathy Bozzini, and Shayla Bowman

VTA Team Members: Megan Morris, Sofia Calderon, Becky Wylie, Kim Campbell, Tracy Begley, and Brenda Hensley, VTA President

MOU's for 24 Years of Service for Existing Employees and Hiring
Bonus/Recruitment Incentives for Speech Language Pathologists were signed.

These will go into effect immediately and can be found here:

<http://www.vacateachers.org/vta-documents/contract-salary-schedules-and-current-mous/current-mous/>

We signed a tentative agreement for a multi-year compensation package for 2023-2024 and 2024-2025.

PDF scans of Tentative Agreement #2 in this [FOLDER](#) that can be accessed from your school google account. Pages #1-4 are the language changes, pages #5-8 are the counselor salary schedule changes (there will be a nicer version later), and pages #9-10 are Schedule K page 2 for 23-24 and 24-25.

**The next page has a summary of the
total compensation for 23-24 and 24-25.**

2023-2024: 6.81% Total Compensation	2024-2025: 3.53% Total Compensation
5% across the board to all salary schedules, except Schedule K	1.25% across the board to all salary schedules, (with 6.25% added to Schedule K to make up for no retro in 23-24)
1% for \$788 one-time bonus (per FTE)	0.36% to remove step 21 from the salary schedules, and move steps up, maxing out at 28 years on the salary schedules
0.38% for Kaiser Single Subscriber Individual Medical cap starting 1/1/24	1.36% for Kaiser Single Subscriber Individual Medical cap continuing every year so we won't need to keep bargaining new caps every year
0.23% for Existing Employees to be placed with up to 24 years of experience (MOU)	0.17% to fix the counselor salary schedule to be at least the same hourly rate as the teachers salary schedule
0.20% for SLP/Psych off-schedule 48 hours of flexible work	0.39% for SLP and Psychs to go to 8 hour workday, with some flexible hours
Lead SLP, School Psych and Nurse Multipliers added to their respective salary schedules (instead of being department chair stipends).	
HS Varsity and JV Flag Football Added to Schedule K Chart	
CTE Advisor stipend: hours decreased to log for CTE Completer Audit	

Tentative agreements do not go into effect right away. They go into effect after ratification by the membership and the school board. We do have some remaining topics to discuss and sign tentative agreements on.

We ended by discussing the topics we have remaining: Article 4 (including work hours and calendars), Article 6: Leaves and Article 9: Hiring Ratios and Regionalized SDC Programs. We also have discussed a contingency plan for 2024-2025 to come back to the table for more compensation, possibly based on an increased COLA and/or attendance rates.

Next date for bargaining: 12/21/23