



JUST THE FACTS...



The VTA/CTA/NEA 23-24 Bargaining Update
Issue #19
January 31, 2024

The VUSD and VTA bargaining teams met for 3.5 hours on January 31, 2024.

VUSD Team Members: Sasha Begell, Ali Eeds, Lynn Benevides, Kelly Burks, Colleen Moe, David Robertson

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

We have a final tentative agreement. Please see this 72-page file for ALL related documents: [Final Tentative Agreement](#).

The Final Tentative Agreement covers the following documents:

Final Tentative Agreement: Describes reopeners for 24-25 and 25-26

Tentative Agreement 1: Hiring Ratio for School Nurses, Elementary Class Size, Combo Classes, Caseload Manager and Service Provider Responsibilities and Pregnancy/Bereavement Leaves

Tentative Agreement 2: Multi-year compensation package for 2023-2024 and 2024-2025. Pages #1-4 are the language changes, pages #5-8 are the counselor salary schedule changes, and pages #9-10 are Schedule K page 2 for 23-24 and 24-25.

**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 Agreement 3: Changes to Article 3 Wages: Mileage Reimbursement and Article 4 Hours: Adjunct Duties, Site Meetings and Parent Conferences

Tentative Agreement 4: Changes to Article 6.1 Sick Leave Accounting

Tentative Agreement 5: Changes to Article 4.4 with calendars for the 2024-2025 and 2025-2026 school years.

Tentative Agreement 6: Language for Short Term Independent Study and Hiring Ratio

Tentative Agreement 7: Contingency Language for Appendix A, Sections A, C, G and K.

Also included in the Final Tentative Agreement are 20 Memorandums of Understanding (MOUs) that can be found in the file above. Some of these MOUs have expired, but we have not had a ratification vote on a contract since November 2022.

A presentation to VTA's Executive Board will take place on 2/6/24. The Executive Board will vote to send the Final Tentative Agreement to the membership for a vote, or not. If the Executive Board votes to send it to the membership for a vote, VTA will hold a General Meeting for all members for a summarized presentation of the Final Tentative Agreement.

We have scheduled a General Meeting for 2/8/24 from 4:00-5:30 pm in the Will C. Wood Library. The General Meeting is for the presentation of the Final Tentative Agreement and for questions and answers related to it. There will be no action taken at this meeting.

Voting will take place between 2/9/24 and 2/14/24. If ratified by the membership, the School Board may ratify the agreement at the 2/15/24 board meeting.

Thank you to everyone who wore black, wore a VTA button and gave feedback to your reps and directors! This was a really long process for us; thank you for your patience.