

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

R
bl

Resolution of Level 2 Grievance for Article 4.1.2 (and subarticles)
And Amended Language for Articles 3.5.9 and 4.1.2 (and subarticles) Starting with the 2026-2027 School Year

VTA filed a Level 2 Grievance on January 19, 2026 because VUSD has not been paying all bargaining unit members doing 6/5ths with additional degrees, such as Masters, National Board, or Doctorates, an additional 20% of the stipend as well, as stated in Article 4.1.2.2 (see below).

Current 2025-2026 Language:

4.1.2 The awarding of a contract in excess of one hundred percent (100%) for regularly scheduled classes during the normal school day shall not be done unless the position is advertised to all those fully qualified for such position at the site.

4.1.2.1 Site and district administration shall employ reasonable alternatives to avoid the use of such a contract and shall notify the Association by the thirtieth (30th) instructional day of each semester of all unit members that have a contract in excess of one hundred percent (100%).

4.1.2.2 If such instances occur, the additional compensation shall be equivalent to one-fifth (1/5th) of the individual's base salary (including longevity, masters, doctorate, etc.) and shall be added to the unit member's regular monthly pay warrant. In addition, sick leave shall increase proportionally.

To settle this grievance, VUSD agrees to:

-pay an additional 20% of the stipend to the bargaining unit members who are doing 6/5ths and are eligible to receive stipends for masters, national board and/or doctorates by the June 30, 2026 pay warrant

-provide the VTA president with a list of bargaining unit members receiving these additional amounts, including what the amounts are and how the amounts were calculated

In addition, VTA and VUSD agree to the following language changes to Articles 3.5.9 and 4.1.2 (and subarticles), starting with the 2026-2027 school year, to be incorporated into the collective bargaining agreement upon ratification of the 2026-2027 contract (additions in bold, deletions in strikethrough):

3.5.9 Unit members with a Master's Degree or National Board Certification in the field of employment shall receive additional salary compensation of 3.1 percent of Class III, Step 3 (Appendix A, Section A), annually, as part of their base salary. **This stipend shall be prorated based on the percentage of full-time equivalent (FTE) (for example, an 80% FTE shall receive 80% of the stipend, and an 120% FTE shall receive 120% of the stipend).**

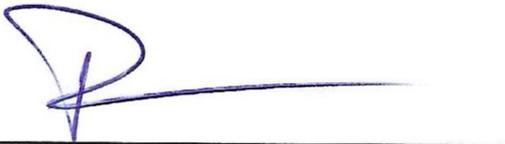
3.5.9.1 Unit members with a Doctorate Degree or a combination of at least two (2) of the following: Masters Degree(s) and/or National Board Certification in the field of employment shall receive an additional salary compensation of 3.1 percent of Class III, Step 3 (Appendix A, Section A), annually, as part of their base salary. **This stipend shall be prorated based on the percentage of full-time equivalent (FTE) (for example, an 80% FTE shall receive 80% of the stipend, and an 120% FTE shall receive 120% of the stipend).**

4.1.2 The awarding of a contract in excess of one hundred percent (100%) for regularly scheduled classes during the normal school day shall not be done unless the position is advertised to all those fully qualified for such position at the site.

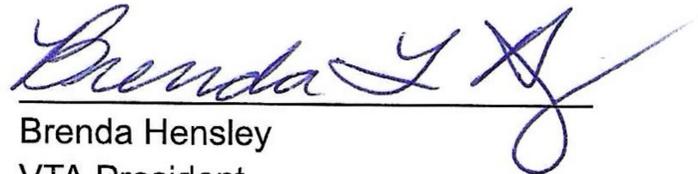
4.1.2.1 Site and district administration shall employ reasonable alternatives to avoid the use of such a contract and shall notify the Association by the thirtieth (30th) instructional day of each semester of all unit members that have a contract in excess of one hundred percent (100%).

4.1.2.2 If such instances occur, the additional **total** compensation shall be equivalent to one-fifth (1/5th) of the individual's base salary (including **any** longevity, masters, **national board**, doctorate **stipends**, etc.) and shall be added to the unit member's regular monthly pay warrant **instead being paid as one lump sum**. In addition, sick leave shall increase proportionally.

4.1.2.3 **If a unit member works in excess of one hundred percent (100%) for regularly scheduled classes during the normal school day for less than their work days per year (see article 4.3), then the additional total compensation shall be prorated based on the number of days worked in excess of one hundred percent (100%) (for example, if a teacher works 6/5ths for 120 work days out of 184 work days, then the additional total compensation would be calculated 120/184 (or approximately .652) of one-fifth (1/5th) of the individual's base salary (including any longevity, masters, national board, doctorate stipends, etc.).**



David Robertson
VUSD Assistant Supt. of Human Resources



Brenda Hensley
VTA President

2/13/24

Date