



JUST THE FACTS...



The VTA/CTA/NEA 26-27 Bargaining Update
Issue #2
May 29, 2026

The VUSD and VTA bargaining teams met for 6 hours on May 28, 2026.

VUSD Team Members: Sasha Begell, Ali Eeds, Kelly Burks, Charleston Brown, Shayla Bowman, and Lynn Benevides

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

The day began discussing and agreeing to the cost of 1% for bargaining purposes. The cost for 26-27 is \$795,000. This helps us determine how much the changes we are proposing will cost the district.

Next, we discussed compensation for the 26-27 school year, which is covered in Article 3.1 in our contract. We signed an MOU which deletes three rows in our salary schedule, (rows 14, 15, and 18) and shifts all cells up. This means that the highest salary will be at Step 25 instead of Step 28. We also agreed to an additional 5% ongoing increase across-the-board to all cells in all salary schedules. Both of these changes will go into effect on July 1, 2026. These two changes equal a 6.7% ongoing increase total for next school year. If we take into consideration the additional 2.93% and 1.07% that were bargained for this school year, then over a two year period, we have received over 11% (compounded) additional ongoing increases to our salary schedules.

This was signed as an MOU so that it would go into effect immediately and the district would not have to do retro calculations later in the fall. When we finish bargaining the 26-27 contract, we will hold a ratification vote that includes all MOUs and Tentative Agreements that haven't previously been ratified.

(see next page)

We then discussed and signed an MOU which covers new article 3.19, and will allow nurses to be reimbursed for the cost they pay to be certified to complete audiometric health screenings. They may be reimbursed up to \$1000 for the cost of this certification. This is retroactive to March 1, 2026.

We then signed TA #1 for next year which discusses changes to articles 3.5 and 3.12 (attached). Some of the changes are as follows, but be sure to read the full TA for the details of each change:

- School nurses hired after July 1, 2026 will be granted credit for placement on the salary schedule for their nursing experience outside of the school setting. Any school nurses hired prior to that date may request reevaluation of their placement within 90 days of ratification of this article.
- Similarly, starting July 1, 2026, school psychologists will be granted credit for placement on the salary schedule for years of service as a school psychologist at an accredited private school. School psychologists may request a reevaluation of their placement on the salary schedule within 90 days of ratification of this article.
- New hires will now need to provide transcripts and proof of previous relevant work experience for placement on the salary schedule within 90 work days of their first paid work day.
- You may earn yellow card time for PDs that are happening on the sites during staff meeting time, so long as this PD time is a minimum of one hour per month. This idea was agreed to last year. The change is that the PD must be a full hour in a single month.
- Annual mileage reimbursement is provided to unit members that travel to more than one work site in a single work day. This will now be based on a mathematical calculation that will be equitable to all unit members who travel. To calculate the mileage, multiply the number of site-to-site trips made per week on a typical week by 36 weeks in a school year times 3 miles (estimated distance per trip) times the IRS mileage rate that was effective on July 1 of that school year. (For example, a teacher who works at two sites every day, would have 5 work trips per week: $5 \times 36 \times 3 \times .725 = \391.50 per year.) These reimbursements will be paid over 10 months, September to June. Unit members that travel like this will need to fill out a form early in the school year to give an estimate of their work trips per week (to be approved by their admin), so they may be reimbursed for this type of mileage.

Next Date for Bargaining: Some time in the fall! Hope you all have a wonderful summer!