

Tentative Agreement
Between
the Vacaville Unified School District
and
the Vacaville Teachers Association

2026-2027 Tentative Agreement #1

Changes to Article 3.5 and 3.12

Additions in Bold, Deletions in Strikethrough:

New Subarticles 3.5.3.6 and 3.5.3.7:

3.5.3.6 Starting July 1, 2026, any School Nurse shall be granted step increments for salary placement for nursing experience outside of a school setting, providing the School Nurse in question held a valid registered nurse (RN) license at the time of the experience, held at least a bachelor's degree, and the RN license was required for the position. Any School Nurse hired prior to July 1, 2026 may request a reevaluation of initial placement based on this article. School Nurses shall have ninety (90) days from ratification to provide Human Resources verification of any additional experience that meets the qualifications above.

3.5.3.7 Starting July 1, 2026, any School Psychologist shall be granted step increments for salary placement for private school experience, providing the private school was state accredited and the School Psychologist in question held a valid credential and/or license at the time of the experience. Any School Psychologist hired prior to July 1, 2026 may request a reevaluation of initial placement based on this article. School Psychologists shall have ninety (90) days from ratification to provide Human Resources verification of any additional experience that meets the qualifications above.

Changes to Subarticle 3.5.4:

3.5.4 Complete transcripts of records and verification of previous ~~teaching~~ **relevant work** experience ~~will~~ **shall** be necessary for placement on the salary schedule. **Unit members shall have ninety (90) work days from their first date of paid service to submit these records.**

Changes to Subarticle 3.5.5.2.1:

3.5.5.2.1 When a transcript is unavailable for proof of Continuing Education Units or other professional development, unit members may submit proof of completion of unpaid hours outside of the duty day towards salary schedule column changes. Professional development hours may be earned from either in-District trainings or approved out-of-District trainings. Unpaid hours outside the duty day (including professional development done during staff meeting time (for a minimum of one (1) hour **per month**) per Article 4.2.1.4.2) shall be recorded on District "yellow cards." Twelve (12) hours of professional development is equivalent to one (1) semester unit. The schedule for submission of "yellow card" hours for salary schedule column changes shall be the same as that of official transcripts (Article 3.5.5.1).

Changes to Article 3.12:

3.12 **Annual Mileage Reimbursement**

3.12.1 Unit members shall receive mileage reimbursement for each additional assigned work site traveled during the duty day, based on a typical five-day workweek, to be defined as the number of weekly work trips. Unit members shall submit an annual mileage reimbursement request form to Human Resources by the third Friday in August. All requests shall be reviewed by their administrator for approval.

3.12.2 Reimbursements shall be calculated by multiplying the number of weekly work trips by 36 weeks, multiplied by 3 miles, and multiplied by the IRS mileage rate in effect as of July 1 of that school year. For example, a unit member that makes five (5) weekly work trips shall be reimbursed $5 \times 36 \times 3 \times .725$ (26-27 IRS mileage rate) = \$391.50 per year.

3.12.3 Reimbursements shall be paid over ten (10) months, on the September through June pay warrants.

3.12.4 Unit members provided a District vehicle for work purposes are not eligible for reimbursement.

3.12.5 If a unit member's schedule changes midyear, they may request an annual mileage reimbursement calculation adjustment.


~~Unit members shall be reimbursed for their mileage for travel to each additional work site assigned to them during a day over a regular five-day work week. That number will be multiplied by 36 (weeks) and then by a 3-mile rate and then by the IRS rate as of January 1. Unit members who are provided a District vehicle for work purposes shall not be reimbursed.~~

~~3.12.1 The mileage stipend reimbursement shall be determined annually using the I.R.S. mileage rate in effect on July 1st of each school year.~~

~~3.12.2 Reimbursement shall be a monthly stipend for School Psychologists, Nurses, Program Specialists, Content Area Specialists, and other specialized positions. The stipend amount shall be determined by collaboration between the unit member, their supervisor, and the Human Resources Department. All other unit members assigned to multiple sites shall receive a monthly stipend determined by using a three (3) mile rate. This stipend amount shall take into account the daily miles driven, the number of days driven, and the I.R.S. mileage rate.~~

~~3.12.3 Assistant Supt. of Human Resources shall review the stipend reimbursement allocation annually with the VTA President prior to October 1st of each school year.~~

~~3.12.4 Unit members shall be notified of the total stipend amount by October 15th of each school year.~~


Lynn Benevides
VUSD Assistant Supt. of Human Resources


Megan Morris
VTA Bargaining Chairperson

5-28-26

Date