



JUST THE FACTS...



The VTA/CTA/NEA 07-08 Bargaining Update

Issue #3

September 24, 2007

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The VTA and VUSD teams met on September 13, 2007. The VTA team members were all present, including CTA staff person Doug Appel. President Brenda Hensley joined the session at 11 a.m. The VUSD team members present were Burton Crinklaw, Kelley Birch, Kari Gibson, John Niederkorn, Tom Davis, and Bill Hausler. Superintendent John Aycock was present until about 11:30 a.m.

The VTA team responded to the VUSD initial conceptual proposal. No specific money offer from the district has been made. The VTA encouraged the District to make appropriate budget adjustments to allow VTA membership salaries to be, at a minimum, "competitive" with our neighbors in the surrounding districts. The VTA also believes that a level of compensation needs to be established that will attract and retain fully credentialed teachers, counselors, nurses, psychologists, librarians, speech therapists, as well as any other unit members that directly impact the education of the students.

VTA responded NO to tying step-and-column increase to satisfactory evaluations.

VTA will discuss calendar concerns through its bargaining team.

VTA is not interested in expanding the duty day.

VTA needs clarification on the district's proposal of restructuring elementary prep time.

VTA rejected the district's proposal to eliminate pay for IEP/504 meeting attendance outside of the duty day.

VTA is interested in increasing retirement benefits (the District had proposed modifications, with no explanation of what that meant).

VTA's response to the Professional Ethics and Discipline article was "No. Simply no."

VTA also feels that the rights of the District are already established by the California Ed Code and it is not necessary to state a District rights article in the contract.

The VTA also presented the District with its initial proposal. This initial proposal was approved by the Executive Board on September 4, 2007 and shown to Rep Council on September 18, 2007. The following is a summary of that proposal:

Wages: deletion of in-district service in order to move down on the salary schedule, a three-year plan, that includes increasing the dollar amounts between columns, giving certain percent increases to columns, completing the 75-unit column, also raising each cell to COLA + 2% (in the first year, COLA + 3% (in the 2nd and 3rd year), ratioing non-teacher salary schedules in proportion to contractual days and hours as compared to the teacher salary schedule, and changes to schedule K, including adding assistant varsity baseball and softball coaches, elementary student council advisors, elementary grade-level chairs and increasing all items on the right hand side of Schedule K by COLA + 2 (and then COLA + 3 in next two years) since those extra duty items are not tied to the salary schedule. In Year 2, VTA also proposed a retirement bonus based on years of district service, increasing the health benefits cap, and decreasing the number of years it takes to get to top salary to 29. In Year 3, VTA also proposed increasing the health benefits cap again, decreasing the number of years to top salary to 28, and increasing the stipend given for Masters and PhD. The approximate cost of Year 1 is 4.7 million dollars.

The VTA also showed the District comparisons on how Vacaville salaries and total compensation is lagging behind surrounding districts'.

Hours of Employment: VTA proposed consolidating a few salary schedules, adding literacy coaches to the contract (since the district already created them), clarifications to the substitute emergency procedures, including not directing teachers to double up on classes. VTA also proposed for those unit members that are called back from school business that they be paid one hour for having to write sub plans.

Health and Welfare Benefits: VTA proposed, in addition to what is currently in the contract, retirees with 24 years of service would receive 8 years of 50% medical, dental and vision. Additionally, retirees with 30 years of service would receive 10 years of 50%

medical, dental and vision. VTA also proposed changing the delay of commencement of retiree benefits from 7 years to 10 years.

Class Size: VTA proposed a hard cap for K-3 classes as 20 students, 4-6 classes as 33 students, and 4-6 combo classes as 31 students. VTA proposed a hard cap of 177 students for all secondary teachers, with the only exception being allowed for music teachers ONLY through mutual agreement with their site administration. VTA proposed hard caps for SDC classes as 8 students and RSP classes as 12.

Association Rights: VTA proposed language that would protect members at charter schools. According to Ed Code 47605 p (c) (e), unit member shall not be required to work at a charter school. VTA proposed some suggested language to deal with this Ed Code.

Transfers: New state law into effect on June 30, 2007 that prohibits giving preference to internal candidates for jobs after April 15th. VTA proposed date changes in our current language to allow for a window of opportunity for in-district candidates to be given priority.

VTA also brought forward two articles that are outside the articles that VTA and VUSD agreed to open. The two articles have to do with leaves for meetings of organizations and filling of vacancies for psychologists.

The District asked some clarifying questions but did not make any response to any article presented to them.

Both teams agreed to meet on September 21, 2007.