

07-08 VTA Wage & Benefits Proposal Summary

This was presented to Rep Council on 9/18/07 along with verbal explanations by Bargaining Chair Kent Puddy about everything that was included in The Plan.

Some of this may be confusing to just read without the explanations. This is a comprehensive plan to be competitive and has many components.

Outline of Negotiation Process

- During the initial stages of this process a “sunshine statement” is presented to the Board to open bargaining for the successor collective bargaining agreement.
- Survey the Membership.
- Bargaining Team compiles the survey results and reports to Executive Board.
- Team uses survey, researches and collects data, and meets several times to build a proposal.
- Proposal is presented to Exec. Board for their approval.
- During initial bargaining session, ground rules for negotiations are completed.
- At an appropriate time, proposals from the District and VTA are exchanged, read, and clarification questions are asked and answered.
- Subsequent bargaining sessions proceed with proposals, discussion, and counter-proposals.
- During the process, the team brings updates on negotiations to Exec. Board.
- If Tentative Agreement is reached, Team brings to Exec. Board for its opinion.
- If accepted by Exec. Board, a general meeting is scheduled for the membership to discuss the Tentative Agreement.
- Membership votes on the Tentative Agreement.
- If vote ratifies the Tentative Agreement, it goes to the Board for their approval.

ARTICLE 5 - HEALTH & WELFARE BENEFITS

5.4.2 *Retirees who have served not less than twenty-four (24) years in the District shall be eligible for the District, for a period of eight (8) years, to contribute fifty percent (50%) of their monthly premium for*

5.4.2.1 *a subscriber only medical plan,*

5.4.2.2 *the dental plan,*

5.4.2.3 *and the vision plan.*

5.4.3 *Retirees who have served not less than thirty (30) years in the District shall be eligible for the District, for a period of ten (10) years, to contribute fifty percent (50%) of their monthly premium for*

5.4.3.1 *a subscriber only medical plan,*

5.4.3.2 *the dental plan,*

5.4.3.3 *and the vision plan.*

Delete

5.4.2 *An employee may, upon retirement, elect to delay commencement of District contribution to medical care for a period not to exceed seven (7) years provided continuous coverage is maintained.*

5.4.4 *A unit member, upon retirement, may elect to delay commencement of the District contribution to the unit member's coverage for a period not to exceed ten (10) years provided continuous coverage is maintained.*

ARTICLE 3 – WAGES

3.1 Salary Schedules

3.1.1 The salary schedules and salary classification requirements of all unit members are set forth in Appendix A, attached. Unit members covered by the salary schedules include the following job positions:

- 3.1.1.4 Nurses (**Delete - same schedule as Classroom teacher**)
- 3.1.1.8 **Digital** Technology Coordinator
- 3.1.1.9 Digital Technology Specialist**
- 3.1.1.10 Speech Therapist**
- 3.1.1.11 Literacy Coach**
- 3.1.1.12 Educational Specialist**

Delete

3.5.10 Unit members on salary schedules Appendix A sections A-F, H-J that have completed in-district service as shown below shall receive an increase in their base salary rate in the amount equal to the following:

\$2019	Completion of 15 years of District Service
\$2019	Completion of 18 years of District Service
\$2019	Completion of 21 years of District Service
\$2019	Completion of 24 years of District Service
\$2019	Completion of 27 years of District Service
\$2019	Completion of 29 years of District Service
\$2019	Completion of 30 years of District Service

ARTICLE 3 – WAGES cont.’

Delete

3.5.11 Unit members on salary schedules Appendix A section G that have completed in-district service as shown below shall receive an increase in their base salary rate in the amount equal to the following:

\$1570	Completion of 9 years of District Service
\$1570	Completion of 12 years of District Service
\$1570	Completion of 15 years of District Service
\$1570	Completion of 18 years of District Service
\$1570	Completion of 21 years of District Service
\$1570	Completion of 24 years of District Service
\$1570	Completion of 27 years of District Service
\$1570	Completion of 29 years of District Service
\$1570	Completion of 30 years of District Service

<u>Step & Column Comparisons</u>					
2006 - 07					
<u>BA + 30 Step 5</u>		<u>BA + 45 Step 10</u>		<u>BA + 60 Step 15</u>	
Travis	\$ 51,750	Travis	\$ 66,832	Travis	\$ 73,676
Napa	\$ 47,943	Napa	\$ 60,308	Napa	\$ 69,173
Fairfield	\$ 47,878	Fairfield	\$ 58,104	Davis	\$ 65,357
Benicia	\$ 44,281	Davis	\$ 55,333	Fairfield	\$ 63,337
Davis	\$ 43,104	Vacaville	\$ 53,506	Benicia	\$ 59,738
Dixon	\$ 42,755	Dixon	\$ 53,391	Vacaville	\$ 59,146
Vacaville	\$ 42,740	Benicia	\$ 53,072	Dixon	\$ 58,966
Comp. Average:	\$46,285	Comp. Average:	\$57,840	Comp. Average:	\$65,041
<u>BA + 75 units</u>		<u>BA + 75 units</u>			
(20 yrs.)		(25 yrs.)			
Travis	\$ 78,299	Napa	\$ 81,580		
Davis	\$ 77,193	Davis	\$ 77,193		
Napa	\$ 76,284	Travis	\$ 78,299		
Fairfield	\$ 71,919	Dixon	\$ 75,828		
Benicia	\$ 69,627	Fairfield	\$ 75,246		
Dixon	\$ 67,517	Benicia	\$ 72,064		
Vacaville	\$ 64,950	Vacaville	\$ 68,988		
Comp. Average:	\$73,473	Comp. Average:	\$76,702		

**Salary & Health Benefit
Step & Column Comparisons**

2006 - 07

<u>BA + 30 Step 5</u>		<u>BA + 45 Step 10</u>		<u>BA + 60 Step 15</u>	
Travis	\$ 58,350	Travis	\$ 73,432	Travis	\$ 80,276
Fairfield	\$ 57,243	Fairfield	\$ 67,369	Napa	\$ 74,475
Napa	\$ 53,245	Napa	\$ 65,610	Fairfield	\$ 72,602
Benicia	\$ 52,189	Davis	\$ 61,933	Davis	\$ 71,957
Dixon	\$ 50,088	Benicia	\$ 60,980	Benicia	\$ 67,646
Davis	\$ 49,704	Dixon	\$ 60,724	Dixon	\$ 66,299
Vacaville	\$ 48,546	Vacaville	\$ 59,312	Vacaville	\$ 64,952
Comp. Average:	\$53,470	Comp. Average:	\$65,008	Comp. Average:	\$72,209
<u>BA + 75 units</u>		<u>BA + 75 units</u>			
(20 yrs.)		(25 yrs.)			
Travis	\$ 84,899	Napa	\$ 86,882		
Davis	\$ 83,793	Travis	\$ 84,899		
Napa	\$ 81,586	Fairfield	\$ 84,511		
Fairfield	\$ 81,184	Davis	\$ 83,793		
Benicia	\$ 77,535	Dixon	\$ 83,161		
Dixon	\$ 74,850	Benicia	\$ 79,972		
Vacaville	\$ 70,756	Vacaville	\$ 74,794		
Comp. Average:	\$80,641	Comp. Average:	\$83,870		
Uses Health Benefits indicating VTA responsibilities					

**Salary & Health Benefit
Step & Column Comparisons**

2006 - 07

<u>BA + 30 Step 5</u>		<u>BA + 45 Step 10</u>		<u>BA + 60 Step 15</u>	
Travis	\$ 58,350	Travis	\$ 73,432	Travis	\$ 80,276
Fairfield	\$ 57,243	Fairfield	\$ 67,369	Napa	\$ 74,475
Napa	\$ 53,245	Napa	\$ 65,610	Fairfield	\$ 72,602
Benicia	\$ 52,189	Davis	\$ 61,933	Davis	\$ 71,957
Vacaville	\$ 50,485	Vacaville	\$ 61,251	Benicia	\$ 67,646
Dixon	\$ 50,088	Benicia	\$ 60,980	Vacaville	\$ 66,891
Davis	\$ 49,704	Dixon	\$ 60,724	Dixon	\$ 66,299
Comp. Average:	\$53,470	Comp. Average:	\$65,008	Comp. Average:	\$72,209
<u>BA + 75 units</u> (20 yrs.)		<u>BA + 75 units</u> (25 yrs.)			
Travis	\$ 84,899	Napa	\$ 86,882		
Davis	\$ 83,793	Travis	\$ 84,899		
Napa	\$ 81,586	Fairfield	\$ 84,511		
Fairfield	\$ 81,184	Davis	\$ 83,793		
Benicia	\$ 77,535	Dixon	\$ 83,161		
Dixon	\$ 74,850	Benicia	\$ 79,972		
Vacaville	\$ 72,695	Vacaville	\$ 76,733		
Comp. Average:	\$80,641	Comp. Average:	\$83,870		
Uses Health Benefits from District perspective					

Salary Schedule Tendencies

- Most people just look at a particular cell.
- Districts like “simple”, public relations settlements of salary and contracts.
- Need to examine “long-term” created shortcomings of our schedules to compete with those of surrounding Districts.
- Thinking needs to take place “**outside the box**” to fix the problem.

Surrounding Districts' Average Salaries

Column Differences

<u>Step</u>	<u>BA+75</u>	<u>BA+60</u>	Difference from BA+75 Column	<u>BA+45</u>	Difference from BA+75 Column	<u>BA+30</u>	Difference from BA+75 Column
5	52,998	50,349	2,649	48,145	4,853	46,282	6,716
10	63,007	60,389	2,617	57,836	5,171	55,215	7,791
15	69,280	65,037	4,243	62,051	7,229	57,805	11,475
20	73,212	66,938	6,274	63,881	9,332	59,231	13,981
25	76,696	68,040	8,656	64,951	11,745	59,487	17,210

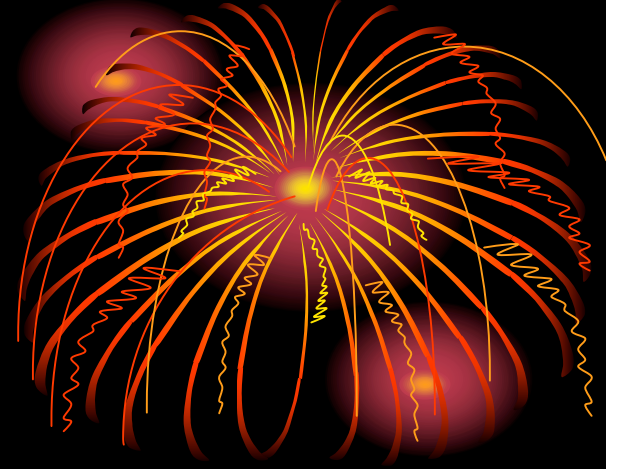
Vacaville

<u>Step</u>	<u>BA+75</u>	<u>BA+60</u>	Difference from BA+75 Column	<u>BA+45</u>	Difference from BA+75 Column	<u>BA+30</u>	Difference from BA+75 Column
5	45,580	45,580	0	43,816	1,764	42,740	2,840
10	55,270	55,270	0	53,506	1,764	52,430	2,840
15	60,912	59,146	1,766	57,382	3,530	54,368	6,544
20	64,950	63,184	1,766	61,420	3,530	58,406	6,544
25	68,988	67,222	1,766	65,458	3,530	62,444	6,544

Summary

- The longer you work and the more educated you are:
the farther you are behind the surrounding districts.
- There is work to do to be “competitive.”

“ The Plan ”



“The Plan”

Year 1

- **Increase by \$300 the difference between each step in steps 16 through 31+.**
-

APPENDIX A - SECTION A

**Teacher's – Preliminary/Clear/Life Credentials
Nurses, Speech Therapists, Digital Education Specialist**

Increase steps 16 - 31+ each by \$300 (to \$2319).

No increase in steps 16 - 31+.

Step	Class 1		Class 3			Class 4			Class 5			Class 6		
	BA	BA + 15	BA + 30		BA + 45		BA + 60		BA + 75					
			w/o Mast. or P.H.D.	with Mast. or P.H.D.	with Mast. and P.H.D.	w/o Mast. or P.H.D.	with Mast. or P.H.D.	with Mast. and P.H.D.	w/o Mast. or P.H.D.	with Mast. or P.H.D.	with Mast. and P.H.D.	w/o Mast. or P.H.D.	with Mast. or P.H.D.	with Mast. and P.H.D.
1	38,573	38,574	38,575	39,784	40,993	38,576	39,785	40,994	38,577	39,786	40,995	38,577	39,786	40,995
2	38,959	38,959	38,959	40,168	41,377	38,959	40,168	41,377	39,766	40,975	42,184	39,766	40,975	42,184
3	38,959	38,959	38,959	40,168	41,377	39,940	41,149	42,358	41,704	42,913	44,122	41,704	42,913	44,122
4	40,111	40,456	40,802	42,011	43,220	41,878	43,087	44,295	43,642	44,851	46,060	43,642	44,851	46,060
5	40,111	42,350	42,740	43,949	45,158	43,816	45,025	46,233	45,580	46,789	47,998	45,580	46,789	47,998
6	40,111	44,244	44,678	45,887	47,096	45,754	46,963	48,171	47,518	48,727	49,936	47,518	48,727	49,936
7	40,111	46,140	46,616	47,825	49,034	47,692	48,901	50,109	49,456	50,665	51,874	49,456	50,665	51,874
8	40,111	46,140	48,554	49,763	50,972	49,630	50,839	52,047	51,394	52,603	53,812	51,394	52,603	53,812
9	40,111	46,140	50,492	51,701	52,910	51,568	52,777	53,985	53,332	54,541	55,750	53,332	54,541	55,750
10	40,111	46,140	52,430	53,639	54,848	53,506	54,715	55,923	55,270	56,479	57,688	55,270	56,479	57,688
11	40,111	46,140	54,368	55,577	56,786	55,444	56,653	57,861	57,208	58,417	59,626	57,208	58,417	59,626
12	40,111	46,140	54,368	55,577	56,786	57,382	58,591	59,799	59,146	60,355	61,564	60,912	62,121	63,330
16	40,111	46,140	56,687	57,896	59,105	59,701	60,910	62,119	61,465	62,674	63,883	63,231	64,440	65,649
19	40,111	46,140	59,006	60,215	61,424	62,020	63,229	64,438	63,784	64,993	66,202	65,550	66,759	67,968
22	40,111	46,140	61,325	62,534	63,743	64,339	65,548	66,757	66,103	67,312	68,521	67,869	69,078	70,287
25	40,111	46,140	63,644	64,853	66,062	66,658	67,867	69,076	68,422	69,631	70,840	70,188	71,397	72,606
28	40,111	46,140	65,963	67,172	68,381	68,977	70,186	71,395	70,741	71,950	73,159	72,507	73,716	74,925
30	40,111	46,140	68,282	69,491	70,700	71,296	72,505	73,714	73,060	74,269	75,478	74,826	76,035	77,244
31 +	40,111	46,140	70,601	71,810	73,019	73,615	74,824	76,033	75,379	76,588	77,797	77,145	78,354	79,563

“The Plan”

Year 1 cont.’

- **Complete class 6 (steps 1 – 11)**



APPENDIX A - SECTION A

**Teacher's – Preliminary/Clear/Life Credentials
Nurses, Speech Therapists, Digital Education Specialist**

Complete class 6 (steps 1 - 11)

Step	Class 1		Class 2			Class 3			Class 4			Class 5			Class 6		
	BA	BA + 15	w/o Mast. or P.H.D.	with Mast. or P.H.D.	with Mast. and P.H.D.	w/o Mast. or P.H.D.	with Mast. or P.H.D.	with Mast. and P.H.D.	w/o Mast. or P.H.D.	with Mast. or P.H.D.	with Mast. and P.H.D.	w/o Mast. or P.H.D.	with Mast. or P.H.D.	with Mast. and P.H.D.	w/o Mast. or P.H.D.	with Mast. or P.H.D.	with Mast. and P.H.D.
1	38,573	38,574	38,575	39,784	40,993	38,576	39,785	40,994	38,577	39,786	40,995	38,777	39,986	41,195			
2	38,959	38,959	38,959	40,168	41,377	38,959	40,168	41,377	39,766	40,975	42,184	40,915	42,124	43,333			
3	38,959	38,959	38,959	40,168	41,377	39,940	41,149	42,358	41,704	42,913	44,122	43,053	44,262	45,471			
4	40,111	40,456	40,802	42,011	43,220	41,878	43,087	44,295	43,642	44,851	46,060	45,191	46,400	47,609			
5	40,111	42,350	42,740	43,949	45,158	43,816	45,025	46,233	45,580	46,789	47,998	47,329	48,538	49,747			
6	40,111	44,244	44,678	45,887	47,096	45,754	46,963	48,171	47,518	48,727	49,936	49,467	50,676	51,885			
7	40,111	46,140	46,616	47,825	49,034	47,692	48,901	50,109	49,456	50,665	51,874	51,605	52,814	54,023			
8	40,111	46,140	48,554	49,763	50,972	49,630	50,839	52,047	51,394	52,603	53,812	53,743	54,952	56,161			
9	40,111	46,140	50,492	51,701	52,910	51,568	52,777	53,985	53,332	54,541	55,750	55,881	57,090	58,299			
10	40,111	46,140	52,430	53,639	54,848	53,506	54,715	55,923	55,270	56,479	57,688	58,019	59,228	60,437			
11	40,111	46,140	54,368	55,577	56,786	55,444	56,653	57,861	57,208	58,417	59,626	60,157	61,366	62,575			
12	40,111	46,140	54,368	55,577	56,786	57,382	58,591	59,799	59,146	60,355	61,564	62,295	63,504	64,713			
16	40,111	46,140	56,687	57,896	59,105	59,701	60,910	62,119	61,465	62,674	63,883	64,614	65,823	67,032			
19	40,111	46,140	59,006	60,215	61,424	62,020	63,229	64,438	63,784	64,993	66,202	66,933	68,142	69,351			
22	40,111	46,140	61,325	62,534	63,743	64,339	65,548	66,757	66,103	67,312	68,521	69,252	70,461	71,670			
25	40,111	46,140	63,644	64,853	66,062	66,658	67,867	69,076	68,422	69,631	70,840	71,571	72,780	73,989			
28	40,111	46,140	65,963	67,172	68,381	68,977	70,186	71,395	70,741	71,950	73,159	73,890	75,099	76,308			
30	40,111	46,140	68,282	69,491	70,700	71,296	72,505	73,714	73,060	74,269	75,478	76,209	77,418	78,627			
31 +	40,111	46,140	70,601	71,810	73,019	73,615	74,824	76,033	75,379	76,588	77,797	78,528	79,737	80,946			

“The Plan”

Year 1 cont.’

- **Increase cells** (w/o Masters & PHD) **in the following classes by the given “educational competitive adjustment” percentage:**

- BA + 30 units	0.5%
- BA + 45 units	1.0%
- BA + 60 units	1.5%
- BA + 75 units	2.0%



APPENDIX A - SECTION A

Educational Competitive Adjustment

**Teacher's – Preliminary/Clear/Life Credentials
Nurses, Speech Therapists, Digital Education Specialist**

Class 3 BA + 30 0.5%
Class 4 BA + 45 1.0%
Class 5 BA + 60 1.5%
Class 6 BA + 75 2.0%

Step	Class 1		Class 3			Class 4			Class 5			Class 6		
	BA	BA + 15	BA + 30			BA + 45			BA + 60			BA + 75		
			w/o Mast. or P.H.D.	with Mast. or P.H.D.	with Mast. and P.H.D.	w/o Mast. or P.H.D.	with Mast. or P.H.D.	with Mast. and P.H.D.	w/o Mast. or P.H.D.	with Mast. or P.H.D.	with Mast. and P.H.D.	w/o Mast. or P.H.D.	with Mast. or P.H.D.	with Mast. and P.H.D.
1	38,573	38,574	38,768	39,977	41,186	38,962	40,171	41,380	39,156	40,365	41,574	39,553	40,762	41,971
2	38,959	38,959	39,154	40,363	41,572	39,349	40,558	41,767	40,363	41,572	42,781	41,734	42,943	44,152
3	38,959	38,959	39,154	40,363	41,572	40,339	41,548	42,757	42,330	43,539	44,748	43,915	45,124	46,333
4	40,111	40,456	41,006	42,215	43,424	42,297	43,506	44,715	44,297	45,506	46,715	46,095	47,304	48,513
5	40,111	42,350	42,954	44,163	45,372	44,254	45,463	46,672	46,264	47,473	48,682	48,276	49,485	50,694
6	40,111	44,244	44,902	46,111	47,320	46,211	47,420	48,629	48,231	49,440	50,649	50,457	51,666	52,875
7	40,111	46,140	46,849	48,058	49,267	48,169	49,378	50,587	50,198	51,407	52,616	52,638	53,847	55,056
8	40,111	46,140	48,797	50,006	51,215	50,126	51,335	52,544	52,165	53,374	54,583	54,818	56,027	57,236
9	40,111	46,140	50,745	51,954	53,163	52,083	53,292	54,501	54,132	55,341	56,550	56,999	58,208	59,417
10	40,111	46,140	52,692	53,901	55,110	54,041	55,250	56,459	56,099	57,308	58,517	59,180	60,389	61,598
11	40,111	46,140	54,640	55,849	57,058	55,998	57,207	58,416	58,066	59,275	60,484	61,361	62,570	63,779
12	40,111	46,140	54,640	55,849	57,058	57,956	59,165	60,374	60,033	61,242	62,451	63,541	64,750	65,959
16	40,111	46,140	56,971	58,180	59,389	60,298	61,507	62,716	62,387	63,596	64,805	65,907	67,116	68,325
19	40,111	46,140	59,301	60,510	61,719	62,640	63,849	65,058	64,741	65,950	67,159	68,272	69,481	70,690
22	40,111	46,140	61,632	62,841	64,050	64,982	66,191	67,400	67,094	68,303	69,512	70,638	71,847	73,056
25	40,111	46,140	63,962	65,171	66,380	67,324	68,533	69,742	69,448	70,657	71,866	73,003	74,212	75,421
28	40,111	46,140	66,293	67,502	68,711	69,666	70,875	72,084	71,802	73,011	74,220	75,368	76,577	77,786
30	40,111	46,140	68,624	69,833	71,042	72,009	73,218	74,427	74,156	75,365	76,574	77,734	78,943	80,152
31 +	40,111	46,140	70,954	72,163	73,372	74,351	75,560	76,769	76,510	77,719	78,928	80,099	81,308	82,517

“The Plan”

Year 1 cont.’

- **Increase cells** (w/o Masters & PHD) **by the cost of living adjustment (COLA), plus, a “competitive adjustment” of 2%.**
-

APPENDIX A - SECTION A

Teacher's – Preliminary/Clear/Life Credentials
Nurses, Speech Therapists, Digital Education Specialist

Base cells increased by C.O.L.A. (4.53%)
&
Competitive Adjustment (2.0%)

Step	Class 1		Class 3			Class 4			Class 5			Class 6		
	BA	BA + 15	BA + 30			BA + 45			BA + 60			BA + 75		
			w/o Mast. or P.H.D.	with Mast. or P.H.D.	with Mast. and P.H.D.	w/o Mast. or P.H.D.	with Mast. or P.H.D.	with Mast. and P.H.D.	w/o Mast. or P.H.D.	with Mast. or P.H.D.	with Mast. and P.H.D.	w/o Mast. or P.H.D.	with Mast. or P.H.D.	with Mast. and P.H.D.
1	41,092	41,093	41,300	42,509	43,718	41,506	42,715	43,924	41,713	42,922	44,131	42,136	43,345	44,554
2	41,503	41,503	41,711	42,920	44,129	41,918	43,127	44,336	42,998	44,207	45,416	44,459	45,668	46,877
3	41,503	41,503	41,711	42,920	44,129	42,973	44,182	45,391	45,094	46,303	47,512	46,782	47,991	49,200
4	42,731	43,098	43,684	44,893	46,102	45,059	46,268	47,477	47,189	48,398	49,607	49,105	50,314	51,523
5	42,731	45,116	45,759	46,968	48,177	47,144	48,353	49,562	49,285	50,494	51,703	51,428	52,637	53,846
6	42,731	47,133	47,834	49,043	50,252	49,229	50,438	51,647	51,380	52,589	53,798	53,752	54,961	56,170
7	42,731	49,153	49,909	51,118	52,327	51,314	52,523	53,732	53,476	54,685	55,894	56,075	57,284	58,493
8	42,731	49,153	51,983	53,192	54,401	53,399	54,608	55,817	55,571	56,780	57,989	58,398	59,607	60,816
9	42,731	49,153	54,058	55,267	56,476	55,484	56,693	57,902	57,667	58,876	60,085	60,721	61,930	63,139
10	42,731	49,153	56,133	57,342	58,551	57,570	58,779	59,988	59,762	60,971	62,180	63,044	64,253	65,462
11	42,731	49,153	58,208	59,417	60,626	59,655	60,864	62,073	61,858	63,067	64,276	65,367	66,576	67,785
12	42,731	49,153	58,208	59,417	60,626	61,740	62,949	64,158	63,953	65,162	66,371	67,691	68,900	70,109
16	42,731	49,153	60,691	61,900	63,109	64,235	65,444	66,653	66,461	67,670	68,879	70,210	71,419	72,628
19	42,731	49,153	63,174	64,383	65,592	66,730	67,939	69,148	68,968	70,177	71,386	72,730	73,939	75,148
22	42,731	49,153	65,656	66,865	68,074	69,225	70,434	71,643	71,476	72,685	73,894	75,250	76,459	77,668
25	42,731	49,153	68,139	69,348	70,557	71,721	72,930	74,139	73,983	75,192	76,401	77,770	78,979	80,188
28	42,731	49,153	70,622	71,831	73,040	74,216	75,425	76,634	76,491	77,700	78,909	80,290	81,499	82,708
30	42,731	49,153	73,105	74,314	75,523	76,711	77,920	79,129	78,998	80,207	81,416	82,810	84,019	85,228
31 +	42,731	49,153	75,587	76,796	78,005	79,206	80,415	81,624	81,506	82,715	83,924	85,330	86,539	87,748

“The Plan”

Year 1

- **Increase by \$300 the difference between each step in steps 16 through 31+.**
 - **Complete class 6 (steps 1 – 11)**
 - **Increase cells (w/o Masters & PHD) in the following classes by the given educational competitive adjustment percentage:**

- BA + 30 units	0.5%
- BA + 45 units	1.0%
- BA + 60 units	1.5%
- BA + 75 units	2.0%
 - **Increase cells (w/o Masters & PHD) by the cost of living adjustment (COLA), plus, a competitive adjustment of 2%.**
-

“The Plan”

Year 1 cont.’

- **Move all counselors to same salary schedule.**

 - **Drop “in-District service” as it pertains to all salary schedules.**
 - Member’s initial placement on schedule + years in district = new placement
 - No unit member shall “back up steps” on any salary schedule

 - **Restructure cells (w/o Masters & PHD) in all other salary schedules by the following percentages of Appendix A, Section A schedule (Teachers – Clear). (percentages based upon days and hours of employment.)**
 - Librarian 1.02%
 - Program Specialists, Coordinators 1.10%
 - Counselors 1.11%
 - Digital Technology Coordinator 1.20%
 - Psychologists 1.16% (begin step 7, end step 12 on teachers)
-

APPENDIX A - SECTION A

**Teacher's – Preliminary/Clear/Life Credentials
Nurses, Speech Therapists, Digital Education Specialist**

Step	Class 1		Class 3			Class 4			Class 5			Class 6		
	BA	BA + 15	BA + 30			BA + 45			BA + 60			BA + 75		
			w/o Mast. or P.H.D.	with Mast. or P.H.D.	with Mast. and P.H.D.	w/o Mast. or P.H.D.	with Mast. or P.H.D.	with Mast. and P.H.D.	w/o Mast. or P.H.D.	with Mast. or P.H.D.	with Mast. and P.H.D.	w/o Mast. or P.H.D.	with Mast. or P.H.D.	with Mast. and P.H.D.
1	41,092	41,093	41,300	42,509	43,718	41,506	42,715	43,924	41,713	42,922	44,131	42,136	43,345	44,554
2	41,503	41,503	41,711	42,920	44,129	41,918	43,127	44,336	42,998	44,207	45,416	44,459	45,668	46,877
3	41,503	41,503	41,711	42,920	44,129	42,973	44,182	45,391	45,094	46,303	47,512	46,782	47,991	49,200
4	42,731	43,098	43,684	44,893	46,102	45,059	46,268	47,477	47,189	48,398	49,607	49,105	50,314	51,523
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10	42,731	49,153	56,133	57,342	58,551	57,570	58,779	59,988	59,762	60,971	62,180	63,044	64,253	65,462
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16	42,731	49,153	60,691	61,900	63,109	64,235	65,444	66,653	66,461	67,670	68,879	70,210	71,419	72,628
19	42,731	49,153	63,174	64,383	65,592	66,730	67,939	69,148	68,968	70,177	71,386	72,730	73,939	75,148
22	42,731	49,153	65,656	66,865	68,074	69,225	70,434	71,643	71,476	72,685	73,894	75,250	76,459	77,668
25	42,731	49,153	68,139	69,348	70,557	71,721	72,930	74,139	73,983	75,192	76,401	77,770	78,979	80,188
28	42,731	49,153	70,622	71,831	73,040	74,216	75,425	76,634	76,491	77,700	78,909	80,290	81,499	82,708
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31 +	42,731	49,153	75,587	76,796	78,005	79,206	80,415	81,624	81,506	82,715	83,924	85,330	86,539	87,748

“The Plan”

Year 1 cont.’

- **Create educational specialists.**
 - Community day teacher
 - Elementary teacher doing intervention during daily prep. time
 - Secondary teacher doing extra class during daily prep. time
 - Assist probationary teachers during daily prep time
 - 1 ed. specialist per 2 probationary teachers at site
 - School enhancement person during daily prep. time
 - writing plans or grants
 - WASC accreditation work
 - grade level counselor
 - Placement on Digital Technology Coordinator salary schedule
 - 184 days, 6.5 hours
-

“The Plan”

Year 1 cont.’

Appendix A, Section K

- **Add positions:**
 - Girls Athletic Director (8.37% of Class 3, step 3)
 - Asst. Varsity Baseball coach (6.00% of Class 3, step 3)
 - Asst. Varsity Softball coach (6.00% of Class 3, step 3)
 - Elem. Student Council Advisor (2.99% of Class 3, step 3)

 - **Delete positions:**
 - Middle School Newspaper Advisor
 - Country High Softball coach

 - **Make head counselors department chairs.**
 - Department chair stipend + (section stipend x FTE’s at site first semester).

 - **Increase all items in far right column by COLA + 2%.**

 - **Create elementary grade level chairs.**
 - Department chair stipend + (section stipend x grade level sections (excluding own class))
-

“The Plan”

Year 2

- **Increase cells** (w/o Masters & PHD) **in the following classes by the given “educational competitive adjustment” percentage:**

BA + 30 units 0.5%

BA + 45 units 1.0%

BA + 60 units 1.5%

BA + 75 units 2.5%

- **Increase cells** (w/o Mast. & PHD) **by the greater of**
 - **COLA + competitive adjustment of 3%**
 - or**
 - **2008-09 funded % increase BRL/ADA** (with equalization) **over funded 2007-08**
-

“The Plan”

Year 2 cont

- **Increase Masters and PHD cells from \$1209 to \$1300 each.**
 - **Retirement bonus package**
 - **retiring members completing 10-19 years of district service receive \$100 per year of district service**
 - **retiring members completing 20-29 years of district service receive \$300 per year of district service**
 - **retiring members completing 30 or more years of district service receive \$500 per year of district service**
 - **Increase all items in far right column of Appendix A, Section K by COLA + 3%.**
-

“The Plan”

Year 2 cont.’

- **Decrease the number of years to attain maximum salary to 29 years.**
 - **Increase the Association health benefits cap to 4.5 million dollars.**
 - **The District and the Association shall be able to open up to 4 Articles each unless mutually agreed.**
 - **The Association has the right to negotiate for any “unrestricted additional funding” received by the District from the State.**
-

“The Plan”

Year 3

- **Increase cells** (w/o Mast. & PHD) **in the following classes by the given “educational competitive adjustment” percentage:**

BA + 45 units	1.0%
BA + 60 units	2.0%
BA + 75 units	3.0%

 - **Increase cells** (w/o Mast. & PHD) **by the greater of**
 - **COLA + “competitive adjustment” of 3%**
 - or
 - **2008-09 funded % increase BRL/ADA** (with equalization) **over funded 2007-08**

 - **Decrease the number of years to attain maximum salary to 28 years.**

 - **Increase the Association health cap to 5.0 million dollars.**

 - **Increase all items in far right column of Appendix A, Section K by COLA + 3%.**

 - **The District and the Association shall be able to open up to 4 Articles each unless mutually agreed.**

 - **The Association has the right to negotiate for any unrestricted additional funding received by the District from the State.**
-



We accomplish our goals

only if

members work together.