

Members of the District Bargaining Team: John Niederkorn, Randy Henry,  
Ed Santopadre, David Robertson, Kim Forrest.

Members of the VTA Bargaining Team: Tim Sisson, Brenda Hensley,  
Kim Campbell, Todd Blanset, Gary Masterson, Kent Puddy.

The VTA Bargaining Team and the VUSD Bargaining Team met for a little more than an hour on Feb. 16, 2011. During the brief session, the District and Association Teams talked briefly again about the Retirement Incentive, involuntary transfer as a result of school closing and reduction of force, and the 2011-12 calendar.

The District thanked the Association for its help and support concerning the Retirement Incentive Plan. The number of potential applicants was slightly below the automatic threshold of 35, so the District will now direct the PARS company to evaluate the results to see if it is financially feasible for the District to offer the incentive. The Association expressed its appreciation to the District for its consideration of an incentive and is hopeful that the incentive will be implemented to assist in the reduction of pink slips and layoffs as well as the financial health of the District for the future.

Involuntary transfer language was discussed concerning the application of Article 7.4 and its impact on elementary and secondary unit members. It was again stressed by the Association of the importance of the consistent and fair application of the language at all levels. Both sides agreed to continue to discuss this item.

The remaining time of the session was spent reviewing the previous discussions of the 2011-12 calendar concepts. After further discussion, it was agreed by both sides that an acceptable compromise had been reached on this item. Individual calendars for elementary, middle school, and high school were examined, including scheduling of teacher work days, conferences, minimum days, high school finals, etc. Tentative Agreement #1 was signed concerning the 2011-12 calendars (Article 4.4). The text of Tentative Agreement #1 and the 2011-12 elementary, middle school, and high school calendars is provided at the end of the update.

The Association indicated that it would be requesting financial information for its team to analyze prior to scheduling the next session. It was agreed that the Bargaining Chairs would talk and set the date for the next session.

# **Tentative Agreement #1**

**Between the  
Vacaville Teachers Association  
And the  
Vacaville Unified School District**

The following shall be in effect and become part of the Collective Bargaining Agreement upon ratification.

4.4 The 2011-2012 school year calendars listing all instructional days, non-instructional days, student minimum days, holidays and vacations are included as Appendix B.

4.4.1 The grade reporting window for the semester at each Secondary school shall not close prior to the Friday after the December/January winter break.

Attachments: 2011-12 High School Calendar  
2011-12 Middle School Calendar  
2011-12 Elementary Calendar

**FOR THE DISTRICT:**

**FOR THE ASSOCIATION:**

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**Randy Henry  
Chief Human Resources Officer**

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**Kent Puddy  
VTA Bargaining Chair**

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**Date**