

Bargaining Update #7

April 1, 2011

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

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

The bargaining session centered around three areas: work on dollar values for areas of potential budget savings, proposals, and a District presentation.

The VTA and VUSD bargaining teams continued their work and discussions from previous sessions/meetings concerning the potential dollar values and potential budget savings for the following:

One percent on the salary schedule
Schedule K stipend
Furlough day
Multiple hiring ratio increases for K-12
Student contact increases for 7-12.
Step & Column
Average Salary per FTE

After several hours of analysis, discussion, and caucuses, both teams agreed and signed off on the following values:

One percent on the Salary Schedule	\$408,060
Step & Column cost	\$597,247
Schedule K (chart) cost	\$443,960
Reduce Work Calendar (per furlough day)	\$224,200
Average Salary per FTE	\$ 67,000
Hiring ratio increase (9-12) (26.6:1 to 27.6:1)	\$341,367
Hiring ratio increase (9-12) (27.6:1 to 28.6:1)	\$314,872
Hiring ratio increase (9-12) (28.6:1 to 29.6:1)	\$296,403
Hiring ratio increase (7, 8) (27:1 to 28:1)	\$161,979
Hiring ratio increase (7, 8) (28:1 to 29:1)	\$149,653
Hiring ratio increase (7, 8) (29:1 to 30:1)	\$187,889
Hiring ratio increase (K-3) (29:1 to 30:1)	\$235,963
Hiring ratio increase (K-3) (30:1 to 31:1)	\$260,724
Hiring ratio increase (K-3) (31:1 to 32:1)	\$204,504
Hiring ratio increase (4-6) (29:1 to 30:1)	\$440,467
Hiring ratio increase (4-6) (30:1 to 31:1)	\$458,518
Hiring ratio increase (4-6) (31:1 to 32:1)	\$342,516

The session continued with a discussion concerning the exchanging of additional proposals from both VTA and VUSD. The District indicated that it would not have any proposals to present. When asked about their previous indication concerning their presenting a monetary proposal at

this session, the District said it was not ready and would have something for the next session that would also include several scenarios with contingency language.

The VTA Bargaining Team presented the following proposals concerning classes with special needs students, District service credit, work after the duty year, hours during parent conference months, salary schedule:

9.4 Exceptional Needs

~~The District shall assign students with exceptional needs to a least restrictive environment on a fair and reasonable basis. The District agrees to meet and confer with the Association to determine whether or not the implementation of the State's Master Plan for Special Education has brought about class size/balance problems. If it is determined that problems exist, solutions will be discussed and agreed upon changes implemented. Meetings may be called by either party.~~

- 9.4.1 Site administration shall equalize the number of special needs students placed in similar general education classes at the elementary level to allow teachers a better opportunity to meet the needs of all students. With a unit member's consent, the number of special needs students may be unequal, by two, provided other accommodations/considerations (i.e. four fewer non special needs students enrolled in the class, full access to an instructional aide or co-teacher during the class, monetary compensation not less than \$13/extra special needs student/day in class), determined by the affected unit member, are provided.
 - 9.4.2 Every effort will be made by site administration to place special needs students in non-combination classes.
 - 9.4.3 Site administration shall equalize the number of special needs students placed in similar general education sections at the secondary level to allow teachers a better opportunity to meet the needs of all students. With a unit member's consent, the number of special needs students may be unequal, by two, provided other accommodations/considerations (i.e. four fewer non special needs students enrolled in the class, full access to an instructional aide or co-teacher during the class, monetary compensation not less than \$13/extra special needs student/day in class), determined by the affected unit member, are provided.
 - 9.4.4 IEP, 504, SST, etc. meetings shall not be scheduled during any co-teaching (special needs teacher and regular/general education teacher) time unless a substitute is provided for the co-teaching class.
 - 9.4.5 If a member of a co-teaching assignment is unavailable for the class on a particular day, their substitute shall be assigned to assist that class.
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- 3.5.3 Credit for service outside the District shall be granted on the salary schedule at the rate of one (1) increment (step) for one (1) year of service up to a maximum of 12 steps. Beginning the 2011-12 school year, unit members hired to the District shall receive credit for service outside the District and shall be granted placement on the salary schedule at the rate of one (1) increment (step) for one (1) year of service. Private school experience for step increment on the salary schedule shall be accepted, providing the private school was state accredited and the unit member in question held a valid credential at the time of the teaching experience. Earned degrees received and units of study in an accredited institution of higher learning shall be allowed for initial placement and subsequent horizontal movement on the

salary schedule. Units of study for professional growth shall also be counted for horizontal movement on the salary schedule. In no case will any unit member be given credit for more years of experience than the actual number of years they have taught. ~~Out of district experience in public or private schools, within the last fifteen (15) years, on similar level will be acceptable.~~

3.8.3 Unit members performing instructional or co-curricular work beyond the duty year, approved by administration, shall be paid a daily rate of pay (member's salary divided by number regular year contract days) for all such work performed.

4.2.6 During a Parent Conference month, meetings, conferences, and preparation of report cards shall not exceed two (2) additional hours beyond the duty day.

3.1 Salary Schedules

2011 - 12

Increase all cells by zero percent (0%) applied across the board to all salary schedules including all components of Schedule K. This is applicable to all unit members employed during 2011-12.

The District then gave a lengthy presentation about their parameters for negotiations and dealing with the budget shortfall for 2011-12. The parameters they gave were: Hold Students Harmless, Balance Contributions, Collaboration, No Reduction in Services to Students, and Equal Pay for Equal Work.

They also stated how things keep changing at the State, and not for the better. They presented the following chart:

2011-12 Budget Projections

	<u>Scenario 1</u>	<u>Scenario 2</u>	<u>Scenario 3</u>	<u>Scenario 4</u> (Doomsday)
Budget Target	\$4,780,000	\$8,740,000	\$12,000,000 To \$14,000,000	\$20,000,000
Salary Reductions	4%	6%	9%	??

They indicated that Scenario #1 was less likely now than it was a week ago.

This concluded the session. The next scheduled session is April 8th.