

# Final Tentative Agreement

Between the  
Vacaville Teachers Association  
and the  
Vacaville Unified School District  
2016-2017

# SURVEY RESULTS \$100 task

(% based on total \$ allocated)

- Across the Board Salary increase: 33% ✓
- Lower Medical Costs: 13% ✓
- Compress Salary Schedule: 7%
- Lower Class Size at TK-3: 6%
- Lower Class Size at 4-6 6%
- Increase Masters/PHD/Nat'l Bd 5% ✓
- Lots of other things were less than 5%, which include class caps for SDC and lower dental costs ✓✓

# SURVEY RESULTS: CALENDAR

- “I favor maintaining the current calendar structure for 2017-2018 and 2018-2019.”
- 77% replied YES ✓
- 23% replied NO



## Standardized Back to School Nights?

- 71% replied YES ✓
- 4% replied NO
- 25% replied DOESN'T MATTER TO ME

# Agreed upon items:

- Calendars for 16-17, 17-18 and 18-19
- Clean up language to clarify when evaluation notice has to be made, evaluations for late hires, skipping evals every 5 years
- Unit members leave with kids on minimums day when they don't have parent conferences
- Secondary Conferences reduced to 3.5 hours
- No Wed Collab for K-8 report cards, 9-12 semester report cards
- Elimination of super minimum day at 9-12
- Decrease of instructional minutes for 7-8
- Clarification of minimum day release for TK-K and alternative schedule sites (example: Buckingham)
- Intervention rate of pay added to Schedule K
- Added Robotics advisors to Schedule K for all levels

- Split HS Golf into Girls and Boys coaches
- Deleted unused Schedule K positions
- Cleaned up leave language to match Ed Code (6.3.1)
- Clarified language for displaced pool, choice of positions
- Clarified process for the filling of vacancies at a site
- Added language and pay for In-District Trainers
- Added Special Ed teachers to list of unit members who can qualify for comp time with verification of extra work
- Clarified language for SDC teachers requests for 3 release days
- Added language related to balance of caseloads for Special Education teachers, Speech Therapists and Psychs (not only by number)

- Added language for agendas for meetings for Speech Therapists and Psychologists (to match teachers)
- Established a Special Ed Safety committee
- Temporary SDC caseload cap with \$ for extra kids
- 1-year pilot of Blended Model with site vote
- Established Blended Model committee
- Changed personal leave days to be included as being “on duty” towards work year (75%)
- Clarified language on professional development hours, CUEs and salary schedule credit.
- Clarified language about use of meetings for members at sites
- Clarification of Summer School and Super Saturday pay rates on Schedule K
- Added a step to the Grievance Process

# Financial:

- 2.5% Across the Board Salary Increase to all salary schedules
- \$3000/yearly stipends for RSP, SDC, and BCLAD teachers who hold the credential and are in a position that requires that credential (paid in monthly installments)
- \$3000/yearly stipends for Psychologists who hold the credential and are working as a Psychologist (paid in monthly installments)
- \$3000/yearly stipends for Speech Therapists who hold a Certificate of Clinical Competency and are working as a Speech Therapist (paid in monthly installments)

(All of the above is retroactive to July 1, 2016 and ongoing)

• **Starting Jan 1, 2017**, District assumes responsibility for all vision plan costs OUTSIDE of our \$4,250,000 cap. **Effect**: NO out-of-pocket expenses for Dental plan, slight decreases in medical plan rates. This is also ongoing.

# Retro?

- District told us that all retroactive payments would occur by March on SEPARATE pay warrants from your regular monthly paycheck.





VTA Executive Board unanimously  
recommended a vote of YES on  
the Final Tentative Agreement  
to the membership.



# What's next?

Today: *Ratification voting packets distributed to Site Reps*

Monday-Wednesday NOON: *Members vote on ratification of Tentative Agreement. A copy of the Final TA is be included in the voting packet.*

**PLEASE encourage members to vote.**

If members ratify this agreement, this may go the School Board for ratification on February 16, 2017.

If it scheduled for a later date, it is because the County has to approve the ratified agreement before the District can vote on it.

The End