

**Tentative Agreement
Between
The Vacaville Unified School District
and
The Vacaville Teachers Association**

**2025-2026
Tentative Agreement # 1**

Changes in Article 3
Appendix A, Sections A, C, G and K

Additions in Bold, Deletions in Strikethrough

Changes to Article 3 Wages:

For 2025-2026, revise Appendix A (in this order):

Apply a two and ninety-three hundredths percent (2.93%) ongoing increase across-the-board to all cells of Appendix A, Sections A, C, and G.

The base percentages of Appendix A, Section K, Page 1 will remain the same but the cell (Step 3, Class 3) will increase by an additional 2.93%, thus increasing the entire schedule by an additional 2.93%.

The dollar amounts of Appendix A, Section K, Page 2 will increase to the whole dollar amounts on the 2025-2026 schedule (see attached).



Kelly Burks
VUSD Associate Supt. of Business



Megan Morris
VTA Bargaining Chairperson

Date: 1-23-25

Position	Percent of Class 3 Step 3	Annual Amount	Position	Percent of Class 3 Step 3	Annual Amount
H. S. Athletic Director		\$5,074	Frosh Volleyball Coach	4.78%	\$2,897
H. S. Varsity Football Coach	8.37%	\$5,074	H. S. Asst Cheerleader Advisor	4.78%	\$2,897
H. S. Varsity Soccer Coach	7.17%	\$4,346	H. S. J.V. Water Polo Coach	4.78%	\$2,897
H. S. Varsity Basketball Coach	7.17%	\$4,346	H. S. Esports	4.78%	\$2,897
H. S. Varsity Wrestling Coach	7.17%	\$4,346	Frosh Soccer Coach	4.78%	\$2,897
H. S. Varsity Baseball Coach	7.17%	\$4,346	Frosh Baseball Coach	4.78%	\$2,897
H. S. Track Coach	7.17%	\$4,346	Frosh Softball Coach	4.78%	\$2,897
H. S. Varsity Softball Coach	7.17%	\$4,346	Frosh Asst Football Coach	4.78%	\$2,897
H. S. Varsity Volleyball Coach	7.17%	\$4,346	Frosh Basketball Coach	4.78%	\$2,897
H.S. Varsity Flag Football Coach	7.17%	\$4,346	Frosh Wrestling Coach	4.78%	\$2,897
H. S. Student Council Advisor	6.61%	\$4,007	H. S. Choral Director	4.78%	\$2,897
H. S. Varsity Water Polo Coach	6.00%	\$3,637	M. S. Yearbook Advisor	4.78%	\$2,897
H. S. Varsity Cross Country Coach	6.00%	\$3,637	Frosh Track Coach	4.78%	\$2,897
H. S. Asst Football Coach	6.00%	\$3,637	Frosh Cross Country Coach	4.78%	\$2,897
H. S. Varsity Asst. Baseball Coach	6.00%	\$3,637	H.S. Senior Class Advisor	4.78%	\$2,897
H. S. Varsity Asst. Softball Coach	6.00%	\$3,637	H.S. Robotics Club Advisor	4.78%	\$2,897
H. S. Varsity Asst Track Coach	6.00%	\$3,637	M. S. Strings Director	4.19%	\$2,540
H. S. Head J.V. Football Coach	6.00%	\$3,637	H. S. Asst Band Director	4.19%	\$2,540
M. S. Athletic Director	6.00%	\$3,637	H. S. Asst Choir Director	4.19%	\$2,540
H. S. Head Cheerleading Advisor	6.00%	\$3,637	M. S. Band Director	4.19%	\$2,540
H. S. J.V. Soccer Coach	5.39%	\$3,267	M. S. Choral Director	4.19%	\$2,540
H. S. Head Badminton Coach	5.39%	\$3,267	H. S. Newspaper Advisor	4.19%	\$2,540
H. S. Varsity Golf Coach	5.39%	\$3,267	Academic Decathlon	4.19%	\$2,540
H. S. Head Swim Coach	5.39%	\$3,267	H. S. Asst Swim Coach	4.19%	\$2,540
H. S. Tennis Coach	5.39%	\$3,267	M. S. Cross Country Coach	3.59%	\$2,176
Frosh Head Football Coach	5.39%	\$3,267	M.S. Robotics Club Advisor	3.59%	\$2,176
H. S. J.V. Basketball Coach	5.39%	\$3,267	M. S. Volleyball Coach	3.59%	\$2,176
H. S. J.V. Wrestling Coach	5.39%	\$3,267	M. S. Track Coach	3.59%	\$2,176
H. S. J.V. Baseball Coach	5.39%	\$3,267	M. S. Soccer Coach	3.59%	\$2,176
H. S. J.V. Soccer Coach	5.39%	\$3,267	M. S. Basketball Coach	3.59%	\$2,176
H. S. J.V. Volleyball Coach	5.39%	\$3,267	M. S. Wrestling Coach	3.59%	\$2,176
H. S. J.V. Softball Coach	5.39%	\$3,267	M. S. Football Coach	3.59%	\$2,176
H. S. Head Drill Team Advisor	5.39%	\$3,267	M. S. Esports	3.59%	\$2,176
H. S. J.V. Asst Football Coach	5.39%	\$3,267	M. S. Cheerleading Advisor	3.59%	\$2,176
H. S. Strings Coordinator	5.39%	\$3,267	M. S. Drill Team Advisor	3.59%	\$2,176
H. S. Yearbook Advisor	5.39%	\$3,267	M. S. Asst Band Director	2.99%	\$1,812
H. S. Band Director	5.39%	\$3,267	Elem. Robotics Club Advisor	2.99%	\$1,812
H. S. Drama Advisor	5.39%	\$3,267			
H.S. J.V. Flag Football	5.39%	\$3,267			
M. S. Student Council Advisor	5.39%	\$3,267			

Descriptions	Rate
Prep Period Substitution Hourly Rate	\$38.00
Extra Duty Non-Teaching Hourly Rate	\$38.00
Extra Duty Teaching Hourly Rate	\$38.00
Intervention Program Hourly Rate (Article 3.8.4)	\$54.00
Professional Development Hourly Rate	\$38.00
In-District Trainer Hourly Rate	\$64.00
Home Hospital Hourly Rate	\$38.00
Adult Education Hourly Rate (Includes compensation for 10 minutes of prep per hour of instruction)	\$60.00
Substituting on Off Duty Time (non-summer school) Daily Rate	\$204.00
Substituting on Off Duty Time (long term 16-29 days) Daily Rate	\$223.00
CTE Advisor Yearly Stipend: For at least 80 hours outside of the duty day to assist students to complete their CTE Completer Certification. Prior approval required by site administration.	\$3,135.00
Preschool Site Supervisor Yearly Stipend	\$1,755.00
Elementary Teacher-in-Charge Yearly Base Stipend	\$525.00
Elementary Teacher-in-Charge Additional Yearly Stipend per unit member assigned to the school not including Teacher-in-Charge	\$31.00
Elementary Teacher-in-Charge Extended Period of Time Daily Additional Stipend (for when the site administrator is absent for an extended period of time, starting with the third day of the absence through the duration of the absence).	\$25.00
Middle/High School Department Chairperson Yearly Base Stipend (excluding lead Nurse, Speech Language Pathologist, Psychologist, and Head Counselors)	\$1,349.00
Middle/High School Department Chairperson Additional Yearly Stipend per first semester section not taught by the department chairperson (excluding lead Nurse, Speech Language Pathologist, Psychologist, and Head Counselors)	\$32.00
Super Saturday Daily Rate (4 hour session)	\$170.00
BCLAD Yearly Stipend	\$3,819.00
School Psychologist/Speech Language Pathologist/Program Specialist Yearly Stipend	\$3,819.00

Induction Support Provider Yearly Stipend	\$2,000.00
Certificated Mentor Yearly Stipend	\$2,000.00
Summer School Daily Rate (5 days a week, all programs)	\$200.00