

Final Tentative Agreement

Between the
Vacaville Teachers Association
and the
Vacaville Unified School District

\$100 task

(% based on total \$ allocated)

- Across the Board Salary increase: 46.1% DONE
- Increase in the Health Cap: 18.3%
- Compress Salary Schedule: 14%
- Lower Class Size at K-3: 6.3% DONE
- Retirement Incentive: 5.4% DONE
- Lower Class Size at 4-6: 3.8% DONE
- Lower Class Size at 7-8: 2.4%
- Lower Class Size at 9-12: 2.4%
- Other: school nurses, roving I.A.s, more prep, tech improvements, 90-unit column, health care for retirement: 1.4%

CALENDAR

- “I favor maintaining the current calendar structure for 2015-16 and 2016-17.”
- 72.8% replied YES
- 27.3% replied NO

Agreed upon items:

- Calendars for 15-16 and 16-17 (VTA)
- Members can leave with students on certain days (instead of 30 minutes after students) (VTA)
- National Board Certification is treated as a Masters Degree for salary placement. (VTA)
- Members with National Board AND a Masters are treated like a PHD for salary placement. (VTA)
- More options for retiree health benefits (for those eligible). (VTA)
- Clean up of language to match Ed Code regarding part time service and permanent status. (Mutual)
- Inclusion of grievance remedy language regarding notification of non-reelects (VUSD)

- Teacher (updated standards) and Counselor evaluation forms as an appendix in the contract (Mutual)
- all professional development pay is at hourly rate (VTA)
- VTA health rates will be given to the district by Dec 15th of each year (VTA)
- phase in of Elementary lower class caps (15-16 and 16-17): (VTA)
 - TK-3: cap of 30
 - 4-6: cap of 32
- payment for loss of personal property beyond eyeglasses, hearing aids and prostheses (VTA)
- CTE teacher placement includes credit for industry work (VUSD)

District makes a Last, Best and Final Offer

- What does that mean?
- Impasse leads to strike...
- Other settlements

Financial:

- 2014-15: 4% across the board, all salaries and extra duty pay
 - Base salary retro paid out June 30th, extra duty retro paid out July 31st
- 2015-16: another 4% across the board, all salaries and extra duty pay

Guaranteed: 8.16% over the two years

- 2015-16 Contingency: an additional percentage will be added:
 - Either:
 - 35% of new monies over what is predicted IF gap funding is < 42%
- OR**
- Another 2% on top of the 8.16% IF the gap funding is 42% or more

Possibly up to 10.32% over the two years

Example 1:

	Class 5/Step 19		
0% for 2014-15	\$ 67,513.00		
4% ongoing for 2014-15	\$ 70,213.52		
<i>District is also paying .63% more for STRS for each member</i>			
4% ongoing 15-16 (step 20)	\$ 73,022.06	8.16%	<i>includes step increase</i>
.5% contingency	\$ 73,387.17	8.70%	
OR	OR	OR	
2% contingency	\$ 74,482.50	10.32%	
<i>District is also paying an additional 1.85% more for STRS for each member</i>			

Example 2

	Class 3/ Step 1	
0% for 2014-15	\$ 41,218.00	
4% ongoing for 2014-15	\$ 42,866.72	
<i>District is also paying .63% more for STRS for each member</i>		
4% ongoing 15-16 (step 2)	\$ 45,024.84	9.24% includes step increase
.5% contingency (example)	\$ 45,249.97	9.78%
OR	OR	OR
2% contingency	\$ 45,925.34	11.42%
<i>District is also paying an additional 1.85% more for STRS for each member</i>		

Example 3

	Class 4/Step 10	
0% for 2014-15	\$ 57,172.00	
4% ongoing for 2014-15	\$ 59,458.88	
<i>District is also paying .63% more for STRS for each member</i>		
4% ongoing 15-16 (step 11)	\$ 64,077.23	12.08% <i>includes step increase</i>
.5% contingency (example)	\$ 64,397.61	12.64%
OR	OR	OR
2% contingency	\$ 65,358.77	14.32%
<i>District is also paying an additional 1.85% more for STRS for each member</i>		

Example 4

Class 6/Step 21		
0% for 2014-15	\$ 69,574.00	
4% ongoing for 2014-15	\$ 72,356.96	
<i>District is also paying .63% more for STRS for each member</i>		
4% ongoing 15-16 (step 22)	\$ 77,600.47	11.54% <i>includes step increase</i>
.5% contingency (example)	\$ 77,988.48	12.09%
OR	OR	OR
2% contingency	\$ 79,152.48	13.77%
<i>District is also paying an additional 1.85% more for STRS for each member</i>		

Example 5

	Top Salary(No M/Phd)		
0% for 2014-15	\$	80,570.00	
4% ongoing for 2014-15	\$	83,792.80	
<i>District is also paying .63% more for STRS for each member</i>			
4% ongoing 15-16	\$	87,144.51	8.16%
.5% contingency (example)	\$	87,580.23	8.70%
OR		OR	OR
2% contingency	\$	88,887.40	10.32%
<i>District is also paying an additional 1.85% more for STRS for each member</i>			

Retro Payment & Tax Implications

Retroactive Pay for 14-15:

-Base Salary Retro: paid 6/30/15 (on regular pay warrant)

-Extra Duty Retro: paid 7/31/15

(on regular pay warrant, but a separate check for 10-month pay people)

You may change your W-4 tax withholdings for June and July. Contact payroll for the change form.

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*

Friday-Tuesday: *Members vote on ratification of Tentative Agreement. A copy of the Final TA will be included in the voting packet.*

PLEASE encourage members to vote.

If members ratify this agreement,
this will go the School Board for ratification on May 7th.

The End