

**Side Letter of Agreement**  
**By and Between the Vista Unified School District (VUSD) and**  
**The Vista Teachers Association (VTA)**  
**August 1, 2014**

The parties enter into this Agreement following the Unit Modification of Hourly Certificated Teachers who work in a TK-12 setting. Hourly Certificated Teachers are recognized in the Collective Bargaining Agreement, which is in effect through June 30th, 2017 in three areas:

**Article 1 Recognition:** Hourly Certificated Teachers who work in a K-12 setting (Hourly Elementary Prep. Time Teachers, Hourly EL Teachers, Hourly After School Education Safety [ASES] Teachers, and Hourly Intervention Teachers).

**Article 12 Salaries / Appendix A-2:** The hourly rate for contract teachers, effective 7/1/14 is \$28.92 and effective 7/1/15, it is \$30.73.

**Article 26 Evaluation Procedures:** Hourly Certificated Teachers will be evaluated if they work 20 or more hours per week (26.1.3) and the procedures for evaluation are noted in 26.1.3.1 through 26.1.3.8.

The parties have discussed the Impacts and Effects of the Unit Modification, and agree to the following:

**Benefit Eligibility:** Hourly Certificated Teachers who are assigned by the District at least eighteen (18) hours per week will be eligible for a portion of the District contribution toward the certificated health benefits, prorated according to the percent of a full-time thirty-six (36) hour per week position.


**Preparation Time and Lunch Eligibility:** Hourly Certificated Teachers who work four (4) or more hours per day are entitled to fifteen (15) minutes of paid time per day for the purpose of preparation time. Hourly Certificated Teachers who work six (6) or more hours per day shall receive a forty (40) minute duty free lunch.

**Sick Time:** Hourly Certificated Teachers shall be entitled to one (1) hour for every eighteen (18) hours worked for absence due to personal illness or injury with full pay whether or not the absence arises out of or in the course of his/her employment. Permitted days of absence are exclusive of all days the employee is not required to render service to the District. If an employee does not take the full amount of leave allowed in any school year, the amount not taken shall be accumulated from year to year.

Vista Teachers Association

  
Barbara Dawson, VTA President

Vista Unified School District

  
Devin Vodicka, Superintendent