



## **Bargaining Highlights**

*These are proposals that both sides have verbally agreed to:*

- Article 12: Salaries - 3% salary increase effective January 1, 2018  
Restructure of salary schedule resulting in increased stipends  
Additional steps and columns on Adult Ed salary schedule
- Article 13: Benefits - \$300 per FTE paid annually by district towards health benefits retroactive to July 1, 2017.
- Article 16: Leaves - Ability to use 2 days per year for “personal business”  
Ability to use accumulated leave for Family and Medical Leave  
Ability to receive differential pay for Pregnancy Disability if out of sick days.  
Ability to use sick leave and differential pay for Child Bonding/Parental Leave.
- Article 18: Teachers’ Duty Hours- Return to the contract language stating that “Excluding Assigned Supervision Duty responsibilities, elementary teachers shall have the time before and after student contact hours for preparation, planning, and conferences.”

## VTA Corrections to Dr. Doyle's Letter on 10/24/17

## Inaccurate Statements in the letter

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| <p>The verbal agreement on benefits would be retroactive to July 1, 2017 and would be for exactly \$300 per person.</p>  | <p>"They have reached verbal agreements on a number of items, including a salary increase of 3% (starting January 1, 2018) and an increase to benefits of approximately \$300 per person (starting July 1, 2018)."</p> |
| <p>No such plan exists, nor has one ever been discussed.</p>   | <p>"Working together over the past 6 years, the two bargaining teams have initiated a plan to ensure that our teachers would be among the highest paid in the county."</p>   |
| <p>At the bargaining table, Vista Unified leadership has claimed that "daily" means that high school (and middle school) teachers can see a <u>different</u> set of students, not to exceed 165 (190 for middle school), every day.</p>  | <p>"Both VTA and Vista Unified leadership interpret "daily" to mean that high school teachers will see the same students, not to exceed 165, every day."</p>   |
| <p>This is completely untrue. Students in these courses count towards maximum student contacts.</p>  | <p>"AVID, Character Leaders, ASB, and E20/20 have always been exceptions to this rule."</p>  |
| <p>This has not been added to the contract. In addition, reading the board-approved course outline for the Wellness course shows that it clearly follows the "normal classroom concept."</p>   | <p>"A recent addition to these exceptions is the Wellness Program."</p>  |
| <p>The only specific exceptions listed in the contract are for band, choir, and PE. The band and choir exceptions were put into the contract over 40 years ago - to claim that this was "site driven" and "teacher supported" is pure speculation. The addition of PE was more recent but was neither "site driven" nor "teacher supported."</p> | <p>"It is worth noting that all of these exceptions have been site driven, teacher supported programs."</p>  |
| <p>The proposed salary increase formula is not based on COLA.</p>  | <p>"salary increase formula based on COLA for 2018-19 and 2019-20"</p>   |
| <p>It was stated earlier that Vista Unified leadership interprets "daily" to mean that high school teachers will see the same students, not to exceed 165, every day. This new statement completely contradicts the earlier one.</p>   | <p>"Wellness Program teachers' class sizes and the students they support can change from day to day; however, they never exceed the 165 daily cap."</p>  |