



#VistaTA
Your Voice, Your Union

VUSD/VTA Negotiations Update

May 1, 2020

In our first joint bargaining message we first wanted to say, Happy Educators' Appreciation week! Thank you for all the amazing work you have been doing to support all students throughout this school year and in particular, through distance learning. Your dedication to students has been phenomenal! Thank you!

Bargaining has in fact continued over this time of distance learning. Thank you to both teams for their flexibility in this new virtual world of negotiation. VTA and VUSD have been and will continue to meet each Friday, bargaining the full contract. We will be sending out bargaining updates every 2 weeks.

We want to address the governor's announcement in which he indicated that schools may open over the summer. We know this has caused many to worry about the upcoming school year. Rest assured, all changes to the calendar are bargained and both VUSD and VTA have agreed that opening schools early is not a feasible option due to both the current budget constraints and simply needing that time off before beginning the next school year. We will be bargaining the return to work conditions, keeping student and employee health and safety concerns/guidelines at the forefront of our discussions. In addition, the Superintendent's Council for Innovative Learning will be working to determine any changes to the teaching and learning structure for the Fall of 2020. This council will be composed of teachers, students, parents, and administrators. We will continue to negotiate and keep you updated as we receive more information from both the state and county office of education as to what the beginning of this next school year will look like.

Updates regarding the 12.19.1 Salary Schedule Raise formula from the previously negotiated contract have been delayed due to the COVID 19 pandemic. We expect to have the concrete percentage of the salary increase by the end of the school year. This increase should appear on employee's August or September paycheck with retro pay following as soon as possible. VUSD will continue to keep you updated.

Both VUSD and VTA met on April 24th and May 1st to continue contract negotiations. The following Articles have been introduced and are currently being worked on by both parties:



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Article 1: Recognition
Article 9: Employee Rights/Bargaining Unit Rights
Article 11: Professional Dues or Fees and Payroll Deductions
Article 12: Salaries
Article 13: Unit Member Benefits
Article 16: Leave Policies
Article 17: Work Year Article
Article 19: Teacher's Safety Conditions of Employment
Article 21: Transfers/Reassignments and Filling of Vacancies
Article 23: Curriculum and Leadership Positions
Article 24: PAR and Induction
Article 25: Teacher Intern Program
Article 26: Evaluation Procedures

Tentative Agreements have been reached on the following articles:

Article 8: Term
Article 19: Teacher's Safety Conditions of Employment
Article 28: Grievance Procedures

-Rachel D'Ambroso VUSD Bargaining chair and Reagan Duncan VTA Bargaining chair