



VSTA Written Summary of Proposed Agreement for 2023-2026

1. **Term** – July 1, 2023 through June 30, 2026.

2. **Salary** –

- Year 1 (23-24) – 1.3% + increment (unit members will move to their step on the effective ratification date on the new schedule, then the new schedule will be improved by .5%)
The new schedule has no more frozen steps and every step is equal to or greater than the current schedule.
- Year 2 (24-25) – 2.0% + increment
- Year 3 (25-26) – 2.0% + increment

3. **Pay for Extra Services** – Extra positions that are usually increased by the annual percentage increase will be increased by the percentages above

4. **Stipend Schedules** – Increased stipends for building treasurers and student activity directors. Added payment for science resource teachers. Reconfigured music stipends to make them more equitable and transparent.

5. **Direct Deposit** – Effective September 1, 2023 and thereafter, salaries shall be paid via direct deposit to an institution selected by the employee except twice annually issuance of paychecks.

6. **Parent-Teacher Conferences/Back-to-School Nights** - Parent-teacher conferences and back-to-school nights are to be made up pursuant to content and methodology implemented by the building principal in consultation with the teacher. This is the conclusion of a grievance filed in 2021.

7. **School Hours and Calendar** – Clarify that EACH Superintendent shall create and distribute to all teachers a schedule of staff development meetings (used to say THE superintendent). No other change to those meetings.

8. **Sign-in/Sign-out** – The Districts may decide to use digital time clocks. There must be a minimum of two clocks in each building. All unit members may be required to clock in when they arrive and clock out if they leave early. The clocks can't be used to deduct accrued time or wages. This is the conclusion to a PERB charge filed in 2021.

9. **Emergency Teaching Assignments** – Secondary teachers may be asked to cover a class during either prep or professional period, but never both in one day. Retroactively increase coverage rate to \$42, effective July 1, 2023. Rate will be increased by the salary increase both years after that. Staff are required to provide up to 20 coverages. All are paid.

10. **Posting Grades** - Posting shall be made no later than one week after the assessment has been submitted to the teacher by the student except assessments in excess of three (3) student written pages shall be posted no later than two weeks after submission.

11. **Bereavement** - All employees shall be entitled to up to three (3) bereavement days per death in the immediate family to a maximum of six (6) days of bereavement leave annually separate from any other leave. Immediate family shall include: spouse/domestic partner, child, father, mother, brother or sister.

12. **Guidance Counselors' Schedules** - Memorializing what's already happening: The regular work year for a guidance counselor shall be the same as that of the regular teaching staff plus five additional workdays. These days will be three (3) workdays to be selected by the building principal in discussion with each guidance staff member, in the week preceding the return of the regular teaching staff and students in the Fall and two (2) workdays immediately following the last day of the school year for the regular teaching staff.

13. **Housekeeping**

- APPR – Section 5.20 – Delete reference to “3012-c” and substitute “3012-d”
- Update throughout contract to reflect VSTA Officers/Negotiating Committee, VSTA Unit Leaders, Board of Education members, and Superintendents.