

## Proposal to Vallejo Educators Association

The following constitutes the salient points of the proposal made by the Vallejo City Unified School District ("District") to the Vallejo Education Association ("VEA"). The intent of this outline is to highlight the big picture items of the District's proposal and to collaboratively work with VEA to draft mutually acceptable language once the Parties reach conceptual agreement on the framework of the Agreement for 2013-2014.

Specifically, as part of a package proposal, the District proposes the following:

- (1) The District recognizes that the VEA unit members gain maximum benefit of any compensation increase when such increase is placed on the salary schedule as an ongoing benefit. Effective July 1, 2013, the District will place a 1% ongoing and across the board salary increase for all VEA unit members.
- (2) The District will place an additional 1.5% ongoing and across the board salary increase for VEA unit members effective July 1, 2013 in exchange for the following conceptual work conditions:
  - The District and the Association recognize the District's right to plan and schedule activities on minimum days. The District and the Association agree that prep time and quality professional development are essential to student achievement. Therefore, on each weekly District minimum day, elementary/K8 teachers will have 50 minutes of prep time, after at least 1 hour of professional development. Middle school meetings and collaboration time on minimum days will follow current high school language. The prep and professional development times will occur within the confines of the duty day.
- (3) The District and VEA will implement the Evaluation Article which has been signed as a Tentative Agreement.
- (4) The District will continue to ensure that all unit members have the right to due process as cited in California Ed Code.

The District is committed to student achievement and competitive teacher compensation. However, given the backdrop of the LCAP construction and implementation, the District wants to work in concert with VEA to show progress in the identified state priority categories. For 2014-15 the District reopeners will include wages, hours, and benefits, and all sunshined articles opened during the 2013-14 bargaining cycle currently under development.