


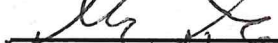






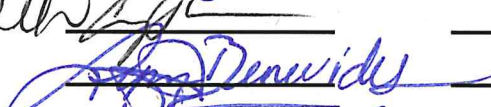


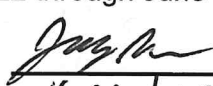
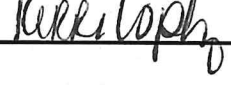
Conclusion of 23/24 Bargaining Year Negotiations Vacaville Unified School District and SEIU Local 1021 Final Tentative Agreement January 17, 2024

The Vacaville Unified School District ("District") and Service Employees International Union (SEIU), Local 1021, mutually agree to enter into this Tentative Agreement to resolve all issues which were opened, or which could have been opened, for the negotiations of the 2023-2024 school year. Both bargaining teams agree to fully and actively support ratification of this tentative agreement and the resulting successor contract for 2022-2024 by the members of the Vacaville Association of Classified Employees Service Employees International Union Local 1021 and by the Governing Board of the Vacaville Unified School District. This is a tentative agreement and will not become final and binding until ratification by the Governing Board.

- Tentative Agreement #1: Article 7.8 New Bus Driver Training
- Tentative Agreement #2: Article 7.1 Hours and Overtime
- Tentative Agreement #3: Article 7.3 Field Trips
- Tentative Agreement #4: Article 11.3 Mileage
- Tentative Agreement #5: Article 8.7 Contract Year
- Tentative Agreement #6: Article 11.6 Mandated Training
- Tentative Agreement #7: Article 11.1 Salary and Compensation
- Tentative Agreement #8: Article 16.2 Paraprofessional Professional Development

ARTICLE 26 - TERM OF CONTRACT

This agreement shall remain in full force and effect from July 1, 2022 through June 30, 2024.

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TENTATIVE AGREEMENT # 1
(New) Article 7.8 NEW BUS DRIVER TRAINING
REIMBURSEMENT
Service Employees International Union (SEIU) Local
1021 and the Vacaville Unified School District (VUSD)
May 4, 2023

The Vacaville Unified School District and Service Employees International Union, Local 1021 agree to the following:


7.8 NEW BUS DRIVER TRAINING REIMBURSEMENT

School Bus Drivers, hired after May 1, 2021, may be compensated the one-time amount of one thousand (\$1000.00) dollars for initial instruction of original classroom and behind the wheel training hours after meeting/completing the following criteria/procedures:


1. Successful completion of original classroom and behind the wheel training with VUSD.
2. Passing all required exams at Department of Motor Vehicles and California Highway Patrol.
3. Continued employment as a School Bus Driver with the Vacaville Unified School District for one (1) year, after successfully completing probationary period, from the date of School Bus Driver certification/School Bus Driver date of hire.
4. Submit proof of payment (receipt(s) from vendor(s), bank statement(s), and/or credit card statement(s)) or supervisor verification of completion of classroom and behind the wheel instruction training hours to the Human Resources Department.


Manolo Garcia
Assistant Superintendent
Human Resources

5/5/23
Date


Barbra Molica
SEIU Local 1021 President

5-5-23
Date


Casey Thompson
Field Representative,
SEIU Local 1021

5/5/23
Date

TENTATIVE AGREEMENT # 2
Article 7.1 HOURS AND OVERTIME
Service Employees International Union (SEIU) Local
1021 and the Vacaville Unified School District (VUSD)
May 4, 2023

The Vacaville Unified School District and Service Employees International Union, Local 1021 agree to the following:

7.1 HOURS AND OVERTIME

D. Continuous Day

Drivers and Passenger Car/Van Drivers shall be considered to be on continuous duty and, therefore, in paid status if the time between assigned runs or other duties is less than thirty (30) minutes.



Manolo Garcia
Assistant Superintendent
Human Resources

5/5/23
Date



Barbra Molica
SEIU Local 1021 President

5-5-23
Date



Casey Thompson
Field Representative,
SEIU Local 1021

5/5/23
Date

TENTATIVE AGREEMENT # 3
Article 7.3 Field Trips
Service Employees International Union (SEIU) Local
1021 and the Vacaville Unified School District (VUSD)
May 4, 2023

The Vacaville Unified School District and Service Employees International Union, Local 1021 agree to the following:

7.3 FIELD TRIPS

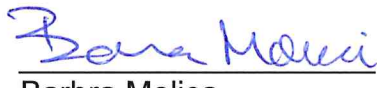
~~A. Upon Completion of six (6) months' probation the new driver shall be evaluated for local trips. Upon evaluation and at the discretion of the Transportation Supervisor a new driver may be qualified for local and long distance field trips while in probationary status. All drivers must be evaluated for local and long distance field trips no later than the end of the six (6) month probation period.~~

~~J. The District shall provide drivers with sufficient cash in advance to cover all bridge tolls and parking fees that will be incurred in the field trip. The District shall incur all expenses for tolls and parking fees during field trips.~~



Manolo Garcia
Assistant Superintendent
Human Resources

5/5/23
Date



Barbra Molica
SEIU Local 1021 President

5-5-23
Date



Casey Thompson
Field Representative,
SEIU Local 1021

5/5/23
Date


TENTATIVE AGREEMENT # 4
Article 11.3 MILEAGE
Service Employees International Union (SEIU) Local
1021 and the Vacaville Unified School District (VUSD)
May 4, 2023

The Vacaville Unified School District and Service Employees International Union, Local 1021 agree to the following:

11.3 MILEAGE

B. Computer Technicians required to drive their personal vehicles to make multiple trips on a daily basis between worksites will receive a monthly car allowance not to exceed ~~\$150.00~~ \$350.00.


C. Student Re-engagement Specialists required to drive their personal vehicles to make multiple trips on a daily basis between worksites will receive a monthly car allowance not to exceed \$150.00.


Manolo Garcia
Assistant Superintendent
Human Resources

5/5/23
Date


Barbra Molica
SEIU Local 1021 President

5-5-23
Date


Casey Thompson
Field Representative,
SEIU Local 1021

5/5/23
Date

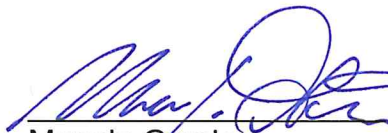
TENTATIVE AGREEMENT # 5
Article 8.7 Contract Year
Service Employees International Union (SEIU) Local
1021 and the Vacaville Unified School District (VUSD)
May 31, 2023

The Vacaville Unified School District and Service Employees International Union, Local 1021 agree to the following:

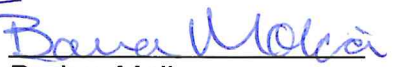
8.7 CONTRACT YEAR - FOOD SERVICE/PARAPROFESSIONAL INSTRUCTIONAL ASSISTANTS-SPECIAL EDUCATION/STUDENT RE-ENGAGEMENT SPECIALISTS

B. The contract year for Paraprofessional/Instructional Assistants-Special Education shall be one hundred and eighty (180) duty days, the first of which shall be the first day of school.


C. The contract year for Student Re-engagement Specialists shall be one hundred eighty (180) duty days, the first of which shall be three (3) workdays prior to the first day of school. The work calendar for Student Re-engagement Specialists shall not include the following school days: the Friday at the end of the 1st Quarter, the Friday prior to Winter Break, and the last Friday of the 3rd Quarter.


Manolo Garcia
Assistant Superintendent
Human Resources

5/31/23
Date


Barbra Molica
SEIU Local 1021 President

5-31-23
Date


Casey Thompson
Field Representative,
SEIU Local 1021

5/31/23
Date


TENTATIVE AGREEMENT # 6
Mandatory Training
Service Employees International Union (SEIU), Local
1021 and the Vacaville Unified School District (VUSD)
October 23, 2023

The Vacaville Unified School District and the Service Employees International Union, Local 1021 agree to the following:

Article 11.6 MANDATORY TRAINING


An employee who is required to attend training sessions or otherwise engage in training of any kind in a position as directed by the district shall receive compensation as follows:

A. The District will make every effort to schedule District trainings during employee work times. If the employee is directed by their supervisor to attend a District training outside of their regular work schedule, the District will comply with Article 8 Hours and Overtime provision. Prior approval by the member's supervisor shall be required.



David Robertson
Assistant Superintendent
of HR

Oct 27, 2023
Date



Barbra Molina
SEIU Local 1021 President

Oct. 27, 2023
Date



Casey Thompson
Field Representative, SEIU
Local 1021

10/23/23
Date

TENTATIVE AGREEMENT # 7
Compensation
Service Employees International Union (SEIU), Local
1021 and the Vacaville Unified School District (VUSD)
January 11, 2024

The Vacaville Unified School District and the Service Employees International Union, Local 1021 agree to the following:

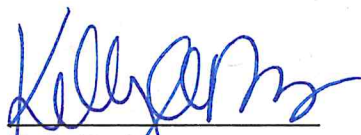
Compensation for 2023/24:

Increase all ranges on the Classified S.E.I.U., Local 1021 Salary Schedule by an ongoing five percent (5.00%) retroactive to July 1, 2023.

One-time off schedule compensation granted to any other bargaining unit shall be granted proportionally based on the cost of 1% salary schedule increase for classified employees, which equates to a four hundred ninety-seven dollars (\$497) one-time, off schedule payment for SEIU members for 2023/24. This payment shall be prorated based on FTE (for example: 80% FTE = $\$497 \times 0.80 = \397.60).

This compensation agreement totals six percent (6.00%) total compensation for the 2023/24 school year.

This compensation agreement, for the bargaining year 2023/24, fulfills Article 11.1 A of the Collective bargaining Agreement and concludes these negotiations for compensation.



Kelly Burks
Associate Superintendent
of Business and
Administrative Services

1/18/2024
Date



Barbra Hamilton
SEIU Local 1021 President

1-18-24
Date



Casey Thompson
Field Representative, SEIU
Local 1021

1-18-24
Date

TENTATIVE AGREEMENT # 8

Article 8.7

Service Employees International Union (SEIU) Local 1021 and the Vacaville Unified School District (VUSD)


January 11, 2024

8.7 CONTRACT YEAR - FOOD SERVICE/PARAPROFESSIONAL INSTRUCTIONAL ASSISTANTS-SPECIAL EDUCATION

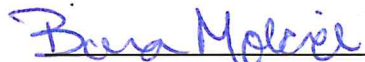
B. The contract year for Paraprofessional/Instructional Assistants-Special Education shall be one hundred and eighty (180) duty days, the first of which shall be the first day of school.

1. Paraprofessional/Instructional Assistants - ~~Special Education~~ contracted for 6 hours/day (0.75 FTE) or more shall work no more than a five (5) hour schedule on nine (9) minimum days. Selection of the minimum days **and professional development days** shall be by mutual agreement of the District and Union. The remaining hours not worked on the selected minimum days shall be flexed on the three (3) non-student days prior to the start of the school year (i.e. a paraprofessional contracted for 6.0 hours/day shall work three (3) hours each of the three (3) non-instructional days prior to the first day of school). The flex hour work schedule may consist of an unequal number of flex hours over the three (3) non-instructional days. The variation of flex hours each day may also include reducing the days from three (3) to two (2). **These non-instructional days and hours shall be used for the purpose of professional development. Examples are (but not limited to) student behavioral needs, safety, behavior intervention, elopement and academics.**


Paraprofessionals/Instructional Assistants contracted less than 6 hours/day (0.75 FTE) shall have the option to receive the same training and shall be paid on a timesheet **for attendance at the training.**



David Robertson
Assistant Superintendent
of HR/
1/11/24
Date



Barbra Molica
SEIU Local 1021 President
1-11-24
Date



Casey Thompson
Field Representative, SEIU
Local 1021 Services
1-11-24
Date