

VUSD 3-4-11 Counter Proposal

1. Option 2: This agreement shall be in effect ONLY if the proposed temporary taxes are NOT extended.

ARTICLE 19 COMPENSATION

This article shall be used to determine:

A. APPLICATION

1. The certificated salary schedule for the 2011-12 school year.
2. The District contributions for health, dental and vision insurance for unit members for the 2011-12 school year.

B. SALARIES

1. 0% salary increase to the salary scale for the 2011-12 school year.
2. Step and column advancement on the salary scale will be funded. See salary schedule in article 17.
3. VUSD and VUEA agree to reduce the VUEA bargaining unit members work year by ten (10) furlough days, to include five instructional days and five non-instructional days. The district and VUEA will work together to determine where to reduce the school year calendar. A minimum of four days will be scheduled at the end of the school year calendar. The contracted school year calendar shall be reduced by ten (10) days. VUSD shall notify VCOE and STRS of this change. VUEA bargaining unit members will work ten (10) less days and be paid for ten (10) less days. The result will be approximately a 4.77% reduction in compensation.

C. HEALTH, DENTAL, AND VISION INSURANCE

The District contribution to the cost of employee Health and Welfare benefits for full time or 80% or greater employees for the 2011-12 school year shall be increased by up to 10% of the 2010-11 contribution agreement from \$10,960 up to a maximum of \$12,056. The District's contribution shall be established at the actual district cost up to \$12,056. If the cost increase is more than \$1,096 per person, the district will fund the additional cost for the 2011-12 school year. Any future year change to the District contribution must be agreed upon by each party. (There will be no employee contribution to Health and Welfare benefits for the 2011-12 school year for full time or 80% or greater employees).

D. HEALTH AND WELFARE RETIREMENT PLAN DEFERRED COMPENSATION

This section remains the same as is presently written.

E. OTHER CONDITIONS

1. The decrease in funding to the school district is estimated at \$330 per student should the taxes not be extended. Should the actual decrease be greater than \$630 per student the district and the VUEA bargaining unit will meet within 30 calendar days to negotiate a way to resolve the additional reductions. Should the actual decrease be less than \$300 per student, the district and the VUEA bargaining unit will meet to negotiate the use of said funds.
2. The work year rollback shall be only for the 2011-12 school year.
3. All of the funds generated by the work year rollback of VUEA bargaining unit members will be applied directly to saving VUEA bargaining unit positions. A written accounting shall be provided by VUSD to the VUEA president within 30 calendar days of implementation.
4. The VUEA total bargaining unit cost reduction percentage will be no greater than any other employee group reduction. A written accounting shall be provided by VUSD to the VUEA president within 30 calendar days of implementation.
5. In order to allow the maximum time for instruction, VUSD & VUEA will form a committee to develop solutions to reduce the workload of VUEA bargaining unit members. This shall occur within 30 calendar days of the ratification of this agreement.
6. Beginning with the 2011-12 school year, Article 8 Section E will be modified to require no more than 20 hours of required school-site meetings during the school year.