

Tentative Agreement for Compensation and Classification Findings and Recommendations

Vacaville Unified School District and SEIU Local 1021

August 12, 2022

The Vacaville Unified School District ("District") and Service Employees International Union (SEIU), Local 1021, mutually agree to this tentative agreement and the implementation of the following findings and recommendations from the EMS Compensation and Classification Study Final Report from March 2020.

Approve the following job descriptions, in bold, as provided by Educational Management Solutions and eliminate the job classifications with a strikethrough. Table job descriptions for Maintenance Logistics Clerk, Maintenance Technician, and Instructional Assistant – Special Education/Assistant to Visually Impaired. Change foreman to foreperson in all job descriptions.

Additionally these changes will be made to the following job descriptions:

Title I Student Support Specialist – remove bilingual requirement.

Maintenance Person II – Structural: Change language, "Maintains Vehicle tools and equipment" to "Maintains tools and equipment located on vehicle."

Mechanical Services Foreman – change job description language to: "and ~~approving~~ provides inspection reports and ~~payment requests~~, receipts, and invoices to Maintenance Office."

Special Education Tech and Bus Assistants – remove language, "random drug screening"

Low Voltage Technician: under Knowledge: remove "perform algebra and/or geometry"

Maintenance/Grounds Assistant: under additional job functions add "mail pick/up and delivery"

Electrical II – Remove First bullet: "Condensation pans, drain lines, cooling towers" - goes to Mechanical classification job descriptions, Remove Fifth bullet: "alarms, alarm systems, fiber optic" - add to Low Voltage Technician job description, Remove Sixth bullet: "sump pumps" - add to Mechanical classification job descriptions, add "fiber optic" cabling to Low Voltage Technician job description, Remove "alarm system" language on 10th bullet and add "alarm systems" to Low Voltage Technician job description.

Lead Custodian – Elementary - 14th bullet: Remove "adjust faucet timers"

Lead Custodian - Middle/High School: 13th bullet: Remove "adjust faucet timers"

Paraeducator job descriptions – Remove language regarding "home visits"

- **Accountant**
- ~~Account Clerk I~~
- **Account Clerk II**
- ~~Account Clerk/Projects~~
- **Accounting Technician**

- **Administrative Secretary I**
- **Administrative Secretary II**
- ~~Behavior Assistant – Level I~~
- **Benefits Technician**
- **Bookkeeper – High School**
- **Cafeteria Assistant I**
- **Cafeteria Assistant II**
- **Cafeteria Manager**
- **Campus Supervisor**
- **Child Care Assistant**
- **Child Nutrition Courier**
- ~~Child Nutrition Program Technician~~
- **Computer Technician**
- ~~Curriculum Analyst~~
- **Custodial Foreman**
- **Electrical Foreman**
- **Garage Foreman**
- **Grounds Landscaping Foreman**
- ~~Groundsperson I~~
- **Groundsperson II**
- **Groundsperson III / Pest Controller**
- ~~Head Warehouse~~
- ~~Health Care Assistant~~
- ~~Health Technician~~
- **Health Care Specialist**
- **Health Clerk**
- **Human Resources Technician**
- ~~Instructional Assistant~~
- **Instructional Assistant - English Language Learner**
- **Low Voltage Technician**
- ~~Mail Clerk~~
- **Maintenance/Grounds Assistant**
- ~~Maintenance Person I – Electrical~~
- ~~Maintenance Person I – Mechanical~~
- ~~Maintenance Person I – Structural~~
- **Maintenance Person II – Electrical**
- **Maintenance Person II – Mechanical**
- **Maintenance Person II – Structural**
- ~~Maintenance Supply Person~~
- **Mechanic**

- **Mechanical Services Foreman**
- ~~Medical Reimbursement Accounting Technician~~
- ~~Network Specialist~~
- **Paraprofessional Instructional Assistant**
- **Paraprofessional – Special Education**
- **Paraprofessional – State Preschool**
- **Paraprofessional – Workability Program**
- **Payroll Accountant**
- **Payroll Account Technician**
- ~~Payroll Clerk~~
- ~~Purchasing Clerk II~~
- **School Bus Assistant**
- **School Bus Driver**
- **School Bus Driver Instructor**
- ~~School Readiness Program Parent Coordinator~~
- ~~School Readiness Program Parent Liaison~~
- **School Secretary I**
- **School Secretary II**
- **School Secretary III**
- **School Secretary IV – Adult Education**
- **School Secretary IV – Secondary**
- **Senior Computer Technician**
- **Spanish-English Parent Liaison**
- **Special Education Technician**
- **Speech-Language Pathologist Assistant**
- **Staff Secretary**
- **Structural Foreman**
- ~~Student Information Data Assistant~~
- **Student Information Systems Technician**
- **Substitute Secretary**
- **Technology Services Coordinator**
- **Title I Student Support Specialist**
- **Translator**
- ~~Transportation Supervisor Assistant~~
- **Transportation Technician**
- ~~Workability I Program Technician~~

The District and Union will continue to negotiate the following job descriptions:

- **Cook/Baker**
- **Crossing Guard**

- Custodian
- Elementary Library/Media Technician
- Head Custodian I - Middle School
- Head Custodian II - High School
- Lead Custodian – Elementary/Head Custodian - Elementary
- Lead Custodian – Middle School/High School/Lead Custodian - Night
- Maintenance Logistics Clerk
- Maintenance Technician
- Secondary Library/Media Technician
- Student Monitor

Then consolidate nine (9) job classifications to four (4) as follows:

- School Secretary IV – Adult Ed/Alt Ed to Administrative Secretary - School
- School Secretary IV – Elementary to Administrative Secretary - School
- School Secretary IV – Secondary to Administrative Secretary – School
- Administrative Secretary I to Administrative Assistant
- Administrative Secretary II to Administrative Assistant
- Elementary Library/Media Technician to Library/Media Technician
- Secondary Library/Media Technician to Library/Media Technician
- Head Custodian I – Middle School to Head Custodian – Secondary
- Head Custodian II – Middle School to Head Custodian – Secondary
- ~~Lead Custodian – Elementary to Head Custodian~~

Then change the titles of thirty-two (32) job classifications as follows:

- Health Clerk to Health Assistant
- School Secretary I to Office Assistant – School
- School Secretary II to Registrar
- Staff Secretary to Secretary – District
- School Secretary III to Secretary – School
- Substitute Secretary to Human Resources Technician – Substitute
- Accounting Clerk I to Accounting Assistant
- Accounting Clerk II to Accounting Technician
- Payroll Account Technician to Payroll Account Specialist
- Accounting Technician to Accounting Specialist
- Payroll Accountant to Accountant – Payroll
- **Computer Technician to Technology Specialist**
- Senior Computer Technician to ~~Computer~~ **Senior Technology Specialist**
- Technology Services Coordinator to Information Technology Services Coordinator
- Paraprofessional Instructional Assistant to ~~Instructional Assistant~~ **Paraprofessional**

- Spanish/English Parent Liaison to Parent Liaison – Spanish/English
- Paraprofessional State Preschool to Paraprofessional – State Preschool
- Paraprofessional Inst Asst – Workability to Paraprofessional – Workability Program
- Paraprofessional Instruct Asst – Special Education to Paraprofessional – Special Education
- Behavior Assistant – Level I to Paraprofessional – Behavioral Level I
- Title I Student Support Specialist to Paraprofessional – Student Support
- Instructional Assistant – English Language Learner to Paraprofessional – English Language Learner
- Instructional Assistant – Special Education/Assist Visually Impaired to Paraprofessional – Visually Impaired
- Lead Custodian – Elementary to Head Custodian – Elementary
- Lead Custodian – Middle/High School to Lead Custodian – Night
- Groundsperson II to Groundsperson
- Groundsperson III/Pest Controller to Groundsperson/Pest Controller
- Maintenance Logistics Clerk to Maintenance Person – Warehouse
- Maintenance Person II – Mechanical to Maintenance Person – Mechanical
- Maintenance Person II – Structural to Maintenance Person – Structural
- Maintenance Person II – Electrical to Maintenance Person – Electrical
- Cafeteria Manager to Cafeteria Site Manager
- Transportation Technician to Dispatcher

Change the salary range of seventeen (17) job classifications as follows:

- Admin Secretary I from 45 to 48 **50**
- Bookkeeper High School from 41 to 42 **43**
- Childcare Assistant from 35 to 39
- ~~Custodian from 37 to 41~~
- Elementary Library Media Tech from 39 to 40 **41**
- Head Custodian Middle School from 42 to 44
- Health Clerk from 39 to 41
- Health Care Specialist from 46 to 48
- Instructional Assistant ELL from 39 to 42
- ~~Lead Custodian – Night from 40 to 44~~
- Mechanic from 44 to 48
- ~~Office Assistant – School from 40 to 42~~
- Paraprofessional IA Workability from 41 to 42 **43**
- Paraprofessional Ed from 41 to 42 **43**
- ~~Registrar from 41 to 43~~
- ~~Secretary – District from 42 to 44~~
- ~~Secretary – School from 42 to 44~~
- Special Ed Tech from 45 to 48

- Spanish-English Parent Liaison from 38 to 39 **40**
- Student Information Systems Technician from 46 to 47 **48**
- Technology Services Coordinator from 49 to 51
- Human Resources Technician from 43 to 45
- Payroll Technician from 48 to 49 **5**

This agreement shall be retroactive to July 1, 2022.



Chris Hulett
Assistant Superintendent
Of Human Resources

8/12/22
Date



Barbra Molica
SEIU Local 1021 President

8-12-22
Date



Casey Thompson
Field Representative, SEIU
Local 1021

8/12/22
Date