Date	Proposal #	Proposed By:
July 29, 2022	1	VUSD
July 29, 2022	1	VESPA
August 12, 2022	2	VUSD
August 12, 2022	2	VESPA
August 15, 2022	3	VUSD
August 15, 2022	3	VESPA
September 29, 2022	4	VUSD
September 30, 2022	4	VESPA
October 13, 2022	5	VESPA

VESPA/VUSD

Article 20 – Total Compensation
VESPA Counter Proposal #4 – 9/30/2022
VESPA Counter Proposal #5 – 10/13/2022

20.1 This Article shall be used to determine the VESPA salary schedule for the 2022-23 school year; and the health and welfare contributions for the 2022-23 school year.

20.1.1 **11.5%** increase on schedule, retro to 07/01/2022.

~~Step advancement on the salary schedule will be funded for the 2021-2022 2022-2023 school year. , which is equal to approximately 1.42% of total VESPA salary cost; $378,878 for the 2019-20 school year. (See Salary Schedule in Appendix E).~~

~~20.1.2 Effective July 1, 2022, the District will increase the current 2022-2023 salary schedule by 3%~~

20.1.2 The District will continue to fund step advancement on the salary schedule for the 2022-23 school year which is equal to approximately 1.69% of total VESPA salary cost; $498,196 for the 2022-23 school year. (See Salary Schedule in Appendix E).

~~20.1.3 In exchange for VESPA's agreement to provision in Section 20.2.1 and 20.2.2 below, the District agrees to increase the salary schedule by an additional 3% of the 2021-2022 salary schedule, effective January 1, 2023.~~

~~20.2 1.3 Health and Welfare Benefits~~

~~20.2.1 The District shall provide Health and Welfare Benefits to unit members in accordance with terms and conditions of a district selected Group Purchasing Organization ("GPO").~~

~~20.2.2 Effective the plan year for the 2023-2024 school year, the District shall contribute a total of $19,600 towards health and welfare benefit premium costs for each full-time bargaining unit member. Any future year change to the District contribution must be agreed upon by each party.~~

20.1.3 **Health and Welfare Benefits**

Effective July 1, 2022, the District will continue to fully fund the cost of employee Health and Welfare benefits for full-time employees. District contribution to shall be increased by $1,320. The 2022-23 contribution agreement will increase from $18,228 to $19,548.

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