

Ventura Unified School District Proposal To

Ventura Unified Education Association

RE: FRINGE BENEFITS (ART. 18) AND COMPENSATION (ART. 19) – VUEA

November 9, 2022

The District proposes the following terms related to Fringe Benefits and Compensation for VUEA.

1. Effective July 1, 2022, the District will increase the current 2021-2022 salary schedules for each bargaining unit by 6%.
2. The Parties agree to change the current Group Purchasing Organization (“GPO”) effective July 1, 2023, to CSEBO, until the Parties meet and negotiate a future change to the GPO. The Parties also agree that effective with the 2023-2024 school year, the District will pay an employer contribution of \$19,600 towards the cost of health and welfare benefits for each full-time unit member. Unit members will be responsible for the cost of any premium costs above the employer contribution, except as provided below.
 - a. With these agreed upon changes, the District agrees to increase the salary schedule by an additional 4% of the 2021-2022 salary schedule, effective July 1, 2022.
 - b. Further, in the event that unit members who remain in their same or equivalent health benefit plan and are required to pay an employee contribution for the 2023-2024 year, the District agrees to pay the employee’s portion of premium contribution. (Note: If an employee changes from their existing or equivalent plan to an improved plan that exceeds the employer’s contribution, the District is not required to pay the employees contribution.)
3. With VUEA’s agreement to the proposal in Paragraph 2, a and b, above, VUEA and the District agree that Article 18, FRINGE BENEFITS of the VUEA CBA will be revised in its entirety and replaced with the following:

ARTICLE 18 **FRINGE BENEFITS**

A. Bargaining unit members who worked at least 50% of the day or on full assignment at least 50% of the school contract year prior to May 22, 1979, will continue to receive those benefits which are mandated by State law and, in addition, the District will provide for those bargaining unit members a continuation of existing health, dental and vision benefits.

B. Bargaining unit members who elect to work less than 80% of full time but at least half time shall receive prorated fringe benefits equal to the percent of full

time represented by their assignment if they agree to pay for the rest of the insurance premium. Those working less than 50% or who do not elect to pay the remainder of the premium will not receive fringe benefits. Those working 80% of full time or more will receive ~~full fringe benefits.~~ **District paid contributions as set forth in section F. 2, below.**

C. Bargaining unit members with Governing Board of Education approved unpaid health leaves of absence shall have the option to continue to receive health, dental, and vision insurance coverage for the period of the leave upon reimbursement of the Governing Board of Education for the entire cost of the premium.

D. Should a bargaining unit member's employment terminate following the last day of the school year and before the commencement of the ensuing school year, such bargaining unit member shall be entitled to continued coverage under the health, dental, and vision care plan until September 1st of the ensuing school year.

E. Section 125

The District will implement an IRS Section 125 plan for bargaining unit members beginning September 1, 1999. The parties will meet to determine the details of the implementation.

[MOVE IN FROM ART 19]

F. Health, Dental, and Vision Insurance

1. The Parties agree to change the current Group Purchasing Organization ("GPO") effective July 1, 2023, to CSEBO, until the Parties meet and negotiate a future change to the GPO.

2. Effective with the 2023-2024 school year, the District will pay an employer contribution of \$19,600 towards the cost of health and welfare benefits for each full-time unit member. Unit members will be responsible for the cost of any premium costs above the employer contribution, except as provided below. In the event that unit members who remain in their same or equivalent health benefit plan and are required to pay an employee contribution for the 2023-2024 year, the District agrees to pay the employee's portion of premium contribution. (Note: If an employee changes from their existing or equivalent plan to an improved plan that exceeds the employer's contribution, the District is not required to pay the employees contribution.) Any future year change to the District contribution must be agreed upon by each party.

~~Fully funded H&W benefits for the 2021-2022 school year.~~

G. Health and Welfare Retirement Plan Deferred Compensation

1. This section of this article applies only to unit members who were employed by the district prior to June 30, 1993.

2. The unit members who are eligible for the retirement plan deferred compensation under the Agreement between the Ventura Unified School District and the Ventura Unified Education Association for the period of July 1, 1992, to June 30, 1995, (Appendix G) will remain eligible for the retirement plan deferred compensation.

3. Eligible unit members who retire from the Ventura Unified School District under STRS or PERS will receive a deferred compensation amount of \$1,500 for each year of service plus one year not to exceed 30 years based upon the unit member's years of service and their level of benefits as of June 30, 1993.

4. The deferred compensation amount will be paid annually over a five (5) year period according to Appendix G, upon the bargaining unit member's retirement from the Ventura Unified School District as verified by STRS or PERS. The first installment will be paid within 90 days of the bargaining unit member's retirement date; the remaining installments will be paid in January.

4. With VUEA's agreement to the proposal in Paragraph 2, a and b, above, VUEA and the District agree that Article 19, of the VUEA CBA will be revised in its entirety and replaced with the following:

ARTICLE 19

COMPENSATION

A. The District will fully fund step and column increases for the 2022-2023 school year which is equal to a total VUEA salary cost; \$745,671 for the 2022-23 school year.

B. Effective July 1, 2022, the District will increase the current 2021-2022 salary schedules for each bargaining unit by 6%. Additionally, for the agreed upon changes to the GPO and employer contributions to health and welfare premiums, the District agrees to increase the 2021-2022 salary schedule by an additional 4%, effective July 1, 2022.

This article shall be used to determine:

Application

~~The certificated salary schedule for the 2021-2022 school year.~~

~~The District contributions for health, dental and vision insurance for unit members effective July 1, 2021.~~

Maintaining manageable class sizes within the District is an essential component of providing the District's students with a quality education. The purpose of this article is to establish a means for determining the number of bargaining unit members assigned to school sites and the size of classes taught:

Whenever administratively practicable, while prioritizing student needs, and in consideration of certain factors, including but not limited to: LCFF, federal, state and local revenue sources; staffing allocation, master schedule considerations, credentialing; facilities, notwithstanding unforeseen circumstances.

Salaries

3.00% increase to the Certificated Salary Schedule, retro to July 1, 2021

Fully fund step and column for the 2020-2021 school year and fully fund step and column for 2021-2022

Health, Dental, and Vision Insurance

Fully funded H&W benefits for the 2021-2022 school year.

Health and Welfare Retirement Plan Deferred Compensation

This section of this article applies only to unit members who were employed by the district prior to June 30, 1993.

This section of this article applies only to unit members who were employed by the district prior to June 30, 1993.

The unit members who are eligible for the retirement plan deferred compensation under the Agreement between the Ventura Unified School District and the Ventura Unified Education Association for the period of July 1, 1992, to June 30, 1995, (Appendix G) will remain eligible for the retirement plan deferred compensation.

Eligible unit members who retire from the Ventura Unified School District under STRS or PERS will receive a deferred compensation amount of \$1,500 for each year of service plus one year not to exceed 30 years based upon the unit member's years of service and their level of benefits as of June 30, 1993.

The deferred compensation amount will be paid annually over a five (5) year period according to Appendix G, upon the bargaining unit member's retirement from the Ventura Unified School District as verified by STRS or PERS. The first installment will be paid within 90 days of the bargaining unit member's retirement date; the remaining installments will be paid in January.

Presented On November 9, 2022