



## Risk Management/ Insurance

255 Stanley Ave, Suite 100,  
Ventura, CA 93001  
805.641.5000 ext. 1242  
www.venturausd.org

### VUSD Cash-in-Lieu Frequently Asked Questions

- 1) What Does Cash in Lieu mean?

Cash in Lieu means that a VUSD benefit eligible employee opts out of all Health and Welfare benefits and is paid a cash payment instead.

- 2) Who is Eligible for Cash in Lieu?

All eligible full time unit members who can prove they are covered by qualifying group health coverage. This includes new unit members. Full time for VESPA unit members is defined as holding a 40 hours per week assignment. Full time for VUEA unit members is defined as holding an 80% or more contract. Cash in lieu is available for dual covered VUSD employees. Part-time eligible unit members currently enrolled in a District medical plan as the primary member and can prove they are covered by qualifying group medical coverage outside of the District.

**\*Please note per ACA guidelines, alternative group medical coverage must NOT be coverage in the individual market: COBRA, TRICARE, Veterans Affairs health benefits, Medicare, Medi-Cal or Covered California\***

- 3) What is qualifying group health coverage?

Qualifying group health coverage includes health coverage that provides minimum value as established by the federal Patient Protection Affordable Care Act (ACA) and is maintained by an employer or employee organization.

- 4) What is the amount of the Cash in Lieu Stipend?

Beginning 7/1/2023, the Cash in Lieu Stipend shall be:

1. \$5,000 – 1.0 FTE unit member
2. \$3,750 - .75 FTE unit member
3. \$2,500 - .5 FTE unit member

**\*New unit members employed on or after July 1, 2023 are only eligible for cash-in-lieu if they are employed full time\***

- 5) Can an employee opt out of benefits to participate in Cash in Lieu at any time of the year?  
Yes, as long as they can provide proof of outside group medical insurance.



## Risk Management/ Insurance

255 Stanley Ave, Suite 100,  
Ventura, CA 93001  
805.641.5000 ext. 1242  
[www.venturausd.org](http://www.venturausd.org)

\*Note: Eligible VUSD employees can only enroll in health and welfare benefits when first hired, during open enrollment and upon a qualifying life change resulting in a Special Enrollment Period. A qualifying life change to enroll in health and welfare benefits include:

- Loss of coverage under a different group health plan or health insurance, or
  - Acquisition of a new dependent by marriage, birth, adoption or placement for adoption, or
  - Following an approved leave of absence, or
  - Increase in assigned hours
- 6) When does an employee's cash in lieu compensation commence?  
Employees must sign up by the 5th of the month in order to receive the cash in lieu payment on their paycheck at the end of the month.
- 7) When will Cash in Lieu Payments be issued?  
Payments will be issued in equal amounts in 10 annual payments (no July or August payment).
- 8) What acceptable verifications of coverage will the District accept from an employee in order to enroll in the cash-in-lieu benefits plan?
- A letter of Credible Coverage from the insurance company listing you and current beginning date of medical coverage (the beginning date must be within 12 months), or
  - A signed letter from your spouse's/domestic partner's HR Department on their company letterhead listing you and a current coverage date within the last 12 months), or
  - A copy of your insurance card. The insurance card must include your name and a current beginning date of coverage (within the last 12 months), or
  - A copy of your online proof of coverage showing the insurance company, listing you as covered, and a current beginning date of coverage (within the last 12 months).
- 9) Will these same verifications of coverage examples be used for the annual recertification?  
Yes, this documentation will be required annually at open enrollment. If not provided, employees will be dropped from the Cash in Lieu program and will NOT be in enrolled in any health and welfare benefits.
- 10) Will cash-in-lieu benefits be retroactive?  
No Cash in Lieu cannot be claimed or paid retroactively.
- 11) Will employees be notified when their cash-in-lieu payments will start?

Yes. Once Risk Management/Insurance receives your documentation you will receive confirmation via your VUSD email, or other preferred email or mail address listed on the application that your proof of alternative group medical coverage has been accepted and commencement of your cash-in-lieu benefits on the next open regular pay cycle.