

## TENTATIVE AGREEMENT

Ventura Unified School District (VUSD) and Ventura Unified Education Association (VUEA)

### FRINGE BENEFITS Article 18 and COMPENSATION Article 19

January 11, 2024

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

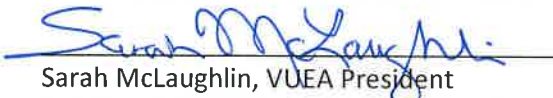
1. For the 2023-2024 and 2024-2025 school years, the District will continue to pay a total employer contribution cost of up to \$25,772,544 towards the cost of health and welfare benefits premiums.
  - a. The district will fund the full premium cost of health and welfare benefits for each eligible unit member 80% or greater, employed on or before the date of Board ratification. This employer contribution will be prorated as outlined in Article 18 for unit members who work less than 80% of full time.
  - b. New employees hired after the date of Board ratification:

For the 2024 calendar year: The district will fund the full premium cost of the CDHP PPO 90 with a district contribution of \$905 towards the employee's health savings account (HSA) or the district will fund the full premium cost of the CDHP HMO \$1,600 with a district contribution of \$1,449 towards the employee's health savings account (HSA) for each eligible unit member 80% or greater. Should the employee select a health and welfare plan other than the two CDHP plans listed above, the district will pay an employer contribution of \$16,500 towards the cost of the premium for the health and welfare plan the employee selects. This employer contribution will be prorated as outlined in Article 18 for unit members who work less than 80% of full time.

For January 1, 2025 through June 30, 2025: Should there be an increase in the cost of the premium for the CDHP PPO 90 or the CDHP HMO \$1,600, the district will fund the increase in the premium for either of those two plans. Should the employee select a health and welfare plan other than the two CDHP plans listed above, the district will pay an employer contribution of \$16,500 towards the cost of the premium for the health and welfare plan the employee selects.
  - c. For the 2023-2024 school year, contingent upon the agreed upon changes in 1. a. and b. above, retroactive to July 1, 2023, the District agrees to increase the current 2022-23 salary schedule for each bargaining unit by 4% for active employees as of the date of Board ratification.
  - d. For the 2023-2024 school year, contingent upon the agreed upon changes in 1. a. and b. above, the District agrees to increase the salary schedule by an additional 2% of the 2023-2024 salary schedule, effective January 1, 2024.


- e. For the 2024-2025 school year, contingent upon the agreed upon changes in 1. a. and b. above, the District agrees to increase the 2023-2024 salary schedule by an additional 2%, effective July 1, 2024. If the COLA for the 2024-2025 school year exceeds 3.94% the district agrees to reopen negotiations for total compensation. At first interim in December 2023, the multi-year budget projection (MYP) is based on the COLA projection of 3.94% for the 2024-2025 school year.

Agreed to this 11th day of January, 2024.

  
Sarah McLaughlin, VUEA President  
Chief Negotiator

  
Gina Wolowicz, Asst. Supt.-Human Resources  
VUSD Chief Negotiator

  
Mike Malone, Teacher-Balboa Middle School  
Co-Negotiator

  
Ahsan Mirza, Asst. Supt.-Business Services  
Co-Negotiator