VUSD to VESPA Counter #1 4.10.25
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MEMORANDUM OF UNDERSTANDING BETWEEN

VENTURA EDUCATION SUPPORT PROFESSIONALS ASSOCIATION (VESPA)

AND VENTURA UNIFIED SCHOOL DISTRICT (VUSD)

Regarding ~~Resolution #25-02~~ Reduction or Discontinuance of Classified Services

1. All classified unit members ~~who were enrolled in a District health care plan at the time of passage of VUSD Resolution #25-02 and have been~~ laid off ~~per this Resolution~~ due to the Reduction in Force (RIF) process shall continue to receive the District's contribution ~~toward~~ for their current active health and welfare benefits package through September 30, 2025. If the affected employee's current active plan provides for a District contribution to the cost of the health and welfare benefits, the District shall make the same monthly contribution. If the affected employee's current active plan provides for an employee contribution, the affected employee shall make the same monthly contribution. The affected employee's contribution must be received by the District by the 20th of the previous month for coverage to continue. If the affected employee's contribution is not received by the stated date, the health and welfare benefits will be cancelled and the affected employee will be notified by the District of the cancellation.

~~2. All unit members who were enrolled in a District health care plan at the time of passage of VUSD Resolution #25-02, were laid off per this Resolution, and are subsequently rehired off the reemployment list for service during the 2025-26 school year and elect a health benefits plan, shall minimally receive the District's contribution toward health benefits they were entitled to during the 2024-25 benefits year.~~

~~3. All unit members who were enrolled in a District health care plan at the time of passage of Resolution #25-02 and whose hours were reduced per VUSD Resolution #25-02 shall continue to receive the District's contribution toward health benefits in the same proportion through July 2026.~~

4. All unit members who were affected by the RIF process and were ~~received~~ receiving a bilingual stipend ~~who~~ in a position designated as either bilingual required or preferred ~~during the 2024-25 school year~~, and were ~~bumped or otherwise~~ reassigned into a position that is ~~does~~ not ~~carry~~ ~~a~~ designated as bilingual ~~stipend per Resolution #25-02~~, shall continue to receive that bilingual stipend for the 2025-26 school year.

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5. ~~All unit members who accepted a reduction in hours or who were bumped into a position with fewer hours per Resolution #25-02, shall have first rights to vacancies in which they are qualified to serve at the sites to which they are assigned for the 2025-26 school year.~~

6. ~~All unit members who were laid off per Resolution #25-02 and are subsequently rehired off the 24-month or 39-month reemployment lists, shall not be considered a new hire for purposes of health benefits per Article 20.1.3 of the VUSD-VESPA Collective Bargaining Agreement.~~

7. ~~No Unit members shall not be required to work out of classification or perform duties outside their specific job description perform tasks that are substantially unrelated to the intended function and duties outlined in their job description due to reductions in staff and/or hours. Tasks outside of an employee's function and scope of duties may be assigned on a temporary basis in cases of emergency to include but not limited to student safety. The following classification is exempt from this clause: Bus Driver.~~

8. This language is limited to address the effects of the 2024-25 RIF only and is not precedent-setting.