VUSD to VUEA Counter #1 04.09.25

Ventura Unified School District

Memorandum of Understanding

Impacts of Reduction In Force (RIF)

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

March 18, 2024

For the 2025-2026 school year, the parties agree to the following:

1. All probationary and permanent certificated employees laid off due to the Reduction In Force (RIF) process are entitled to district ~~paid~~ health and welfare benefits as provided in their current active plan until 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. This language is limited to address the effects of the 2024-25 RIF only and is not precedent-setting.

2. ~~Employees who were employed at 80% FTE or greater for the 2024-2025 school year and are reduced to below 80% for the 2025-2026 school year as a result of the RIF process, shall continue to receive benefits paid at the prior school year's level for the entirety of the 2025-2026 school year.~~