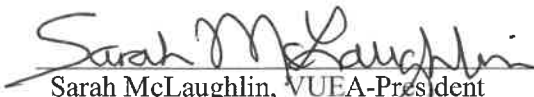


Ventura Unified School District
Memorandum of Understanding
Health Savings Account (HSA)
Ventura Unified School District (VUSD) and Ventura Unified Education Association (VUEA)
September 12, 2024

1. For employees hired as a permanent or probationary employee before February 14, 2024, and legacy employees who were temporary employees for the 2023-24 school year and were re-employed as of August 9, 2024, the District shall contribute toward the employee's HSA account for unit members selecting eligible CDHP HSA plans as listed below.

The District contribution amount to the HSA shall be prorated and paid tenthly as follows:

- a. \$3,320 - 80% or greater unit member
 - b. \$2,490 - 75% to 79% unit member
 - c. \$1,660 - 50% to 74% unit member
2. The HSA belongs to the employee. Employees who leave the District and/or retire would keep the money in their HSA to be utilized according to the rules/regulations governing HSAs.
 3. The District contribution to the HSA is a part of the health and welfare benefit cost and total compensation.
 4. For all eligible employees who enroll in a CDHP HSA plan for the 2025 benefit plan year, the District will make a one-time contribution of \$150 to the eligible employee's HSA account.
 5. This MOU is in place effective January 1, 2025 through December 31, 2025 and shall expire on December 31, 2025 at the end of the Health and Welfare benefit plan year. This MOU may be modified or extended by the mutual written consent signed by both VUEA and VUSD no later than 30 days prior to open enrollment for the Health and Welfare benefit plan year.


Sarah McLaughlin, VUEA-President
Chief Negotiator


Mike Malone, Teacher-Balboa Middle School
Co-Negotiator


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


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