



Certificated Human Resources

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Date: October 14, 2025

Subject: Proposal of Articles to Sunshine

Title: "Sunshine" of Initial Contract Proposals from Ventura Unified Education Association (VUEA) to Ventura Unified School District (VUSD) and Ventura Unified School District (VUSD) to Ventura Unified Education Association (VUEA) for Collective Bargaining (First Read)

Pursuant to Government Code 3547-3547.5, all initial proposals of exclusive representatives and of public school employers, which relate to matters within the scope of representation, shall be presented at a public meeting of the public school employer and thereafter shall be public record.

VUEA are presenting the following initial contract proposals to VUSD:

Article	Article Title	Brief Summary
Article 31	Special Education	Mutual agreement to open this article to improve staffing, support services, and working conditions to better meet the needs of students and educators
Article 13	Evaluation	Mutual agreement to open this article to ensure a fair, transparent, and supportive process that promotes professional growth.
Article 19	Compensation	Mutual agreement to open this article so salary and health benefits can be increased due to cost of living increase.
Article 8	Bargaining Unit Member Duties, Adjunct Duties, Work Year, Hours, & Conditions	Work year and work day should allow members to focus on professional responsibilities to meet the needs of students.
Article 9	Class Size	Address educator workload, ensure equitable student support, and improve learning conditions.

VUSD is presenting the following initial contract proposals to VUEA:

Article	Article Title	Brief Summary
Article 13	Evaluations	Update current evaluation materials to be in alignment with the new 2024 California Standards for the Teaching Profession (CSTP). This article was mutually agreed to be opened.
Article 19	Compensation	Total costs of health and welfare benefits have increased and triggered language requiring our union partners and the District to bargain in good faith to decrease the cost of the current medical plans. The total current cost of medical plans exceeds \$23.1 million.
Article 31	Special Education	Review language and supports currently in place. This article was mutually agreed to be opened.