

**Certificated Human Resources**

255 W. Stanley Avenue, Suite 100
Ventura, California 93001
T 805.641.5000 x1150
www.venturausd.org

Date: October 14, 2025

Subject: Proposal of Articles to Sunshine

Title: "Sunshine" of Initial Contract Proposals from Ventura Education Support Professionals Association (VESPA) to Ventura Unified School District (VUSD) and from Ventura Unified School District (VUSD) to Ventura Education Support Professionals Association (VESPA) 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.

VESPA is presenting the following initial contract proposals to VUSD:

Article	Article Title	Brief Summary
Article 20	Total Compensation	Augment the benefit structure to help members respond to the cost of living.
Article 19	Layoff, Reemployment and Effects Related Thereto	The layoff and bumping process should be based on seniority.
Article 11	Hours	Unit members' work hours and work year to be better designed to meet the needs of the students.
Article 46	Term	VESPA is proposing a one-year contract.

VUSD is presenting the following initial contract proposals to VESPA:

Article	Article Title	Brief Summary
Article 20	Total 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 19	Layoff, Reemployment, and Effects Related Thereto	Further clarify the criteria for "bumping" related to the layoff process.
Article 12	Overtime/Compensatory Time Off	Clarify the criteria used when scheduling overtime.
Article 46	Term	Extend the term of the contract.