

Ventura Unified School District Proposal To
Ventura Education Support Professionals Association
RE: TOTAL COMPENSATION (ART. 20) – VESPA

December 18, 2025 Proposal #1

The District proposes the following terms related to Total Compensation for VESPA.

1. The District proposes to establish an employer contribution of \$18,500 towards the cost of health and welfare benefits premiums for each eligible, full-time (40 hours per week) unit member who was hired on or before February 14, 2024 (legacy). This employer contribution will be prorated as outlined in Article 20, section 20.2.1 for unit members who work less than full-time. Unit members hired on or before February 14, 2024, will be responsible for the cost of any premium amounts above the employer contribution of \$18,500.
2. The parties agree that the District will pay an employer contribution of \$16,500 towards the cost of health and welfare benefits premiums for each eligible, full-time (40 hours per week) unit member who was hired after February 14, 2024 (new). This employer contribution will be prorated as outlined in Article 20, section 20.2.1 for unit members who work less than full-time. Unit members hired after February 14, 2024 will be responsible for the cost of any premium amounts above the employer contribution of \$16,500.
3. With these agreed upon changes in 1. and 2. above, the District agrees to increase the salary schedule by an additional 2%.