

**Ventura Unified School District Proposal To
Ventura Education Support Professionals Association**

RE: TOTAL COMPENSATION (ART. 20) – VESPA

December 18, 2025 Proposal #1

VESPA Response December 18, 2025

The District proposes the following terms related to 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.~~

Article 20

20.1.3.a Maintain status quo

- 20.1.3.b The parties agree that the District will pay an employer contribution of ~~\$16,500~~ **\$18,500** towards the cost of health and welfare benefits premiums for each full-time eligible unit member who was hired after February 14, 2024. This employer contribution will be prorated as outlined in Article 20.2 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~~ **\$18,500**.

3. ~~With these agreed upon changes in 1. and 2. above, the District agrees to increase the salary schedule by an additional 2%.~~

In addition, the parties agree to extend the HSA MOU dated September 12, 2024 through December 31, 2026.

The parties agree to convene the Medical Advisory Committee per Article 20.1.4 no later than April 1, 2026 or upon the conclusion of the 2025-2026 negotiations cycle (whichever is earliest) to explore possible medical plan options for the 2027 benefits year.

