

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

January 28, 2026 Counter #1

The District proposes the following terms related to Total Compensation for VESPA for 2025-2026 and 2026-2027.

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 effective after the close of open enrollment but no sooner than May 1, 2026. The responsibility for the cost of any premium amounts above the employer contribution of \$18,500 for the employee will be waived for the last two months (May and June 2026) of the current fiscal year. Employees will be responsible for any employee contribution above the established employer contribution described in section 3 below.
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. For 2026-2027, the District proposes to establish an employer contribution of \$19,000 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 \$19,000. In addition to the employer contribution of \$19,000 towards the cost of health and welfare benefits premiums, the District will contribute to an

employee's Health Savings Account (HSA) not to exceed the amount of the Internal Revenue Services established HSA contribution limit. However, the District's HSA contribution will be limited to the difference between the actual cost of the plan chosen by the employee minus the established employer contribution towards the cost of health and welfare benefit premiums of \$19,000.

4. For 2026-2027, 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. In addition to the employer contribution of \$16,500 toward the cost of health and welfare benefits premiums, the District will contribute to an employee's Health Savings Account (HSA) not to exceed the amount of the Internal Revenue Services established HSA contribution limit. However, the District's HSA contribution will be limited to the difference between the actual cost of the plan chosen by the employee minus the established employer contribution towards the cost of health and welfare benefit premiums of \$16,500.

5. With these agreed upon changes in 1. through 4. above, the District proposes to increase the salary schedule by an additional 2% effective July 1, 2026.