

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

February 11, 2026 Counter #2

The District proposes the following terms related to Total Compensation (health and welfare benefits and salary) 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.

Current Plans for <u>LEGACY</u> Employees proposed \$18,500 cap	Employee contribution for 25-26 (the District is proposing to cover these costs for the remainder of 25-26)	Employee contribution amount for legacy employee (12 month)	25-26 Annual Premium (Health, Dental, Vision)
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Kaiser CDHP HSA 90 Single	\$0	\$0	\$8,983
PPO CDHP HSA 90 Single	\$0	\$0	\$9,820
PPO CDHP HSA 90 Two Party	\$0	\$0	\$16,723
Kaiser CDHP HSA 90 Two Party	\$0	\$0	\$16,448
Traditional Kaiser Composite rate	\$0	\$257/month *	\$21,584
PPO CDHP HSA 90 Family	\$0	\$323/month*	\$22,373
Kaiser CDHP HSA 90 Family	\$0	\$345/month*	\$22,644
Traditional PPO Composite rate	\$0	\$418/month*	\$23,516
Proposed Plans			
PPO CDHP HSA 80 Single	\$0	\$0	\$7,948
PPO CDHP HSA 80 Two Party	\$0	\$0	\$13,302
PPO CDHP HSA 80 Family	\$0	\$0	\$17,684

*would be less if pre-taxed

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.

For 2026-2027, if the health and welfare benefits premiums for 2027 increase by more than 7% as determined by the GPO/CSEBO the district agrees to reopen negotiations for the health and welfare component of total compensation.

Current Plans for LEGACY Employees proposed \$19,000 cap (\$9,500 6 mos.)	Employee contribution amount for legacy employee (12 month)	7/1/26-12/31/26 Premium (Health, Dental, Vision)	2026 District contribution to HSA
Kaiser CDHP HSA 90 Single	\$0	\$4,605	\$2,200
PPO CDHP HSA 90 Single	\$0	\$5,092	\$2,200
PPO CDHP HSA 90 Two Party	\$0	\$8,694	\$806

Kaiser CDHP HSA 90 Two Party	\$0	\$8,451	\$1,049
Traditional Kaiser Composite rate	\$266/month*	\$11,097	N/A
PPO CDHP HSA 90 Family	\$357/month*	\$11,644	N/A
Kaiser CDHP HSA 90 Family	\$357/month*	\$11,643	N/A
Traditional PPO Composite rate	\$438/month*	\$12,133	N/A
Proposed Plans for LEGACY Employees proposed \$19,000 cap (\$9,500 6 mos.)			
PPO CDHP HSA 80 Single	\$0	\$4,115	\$2,200
PPO CDHP HSA 80 Two Party	\$0	\$6,909	\$2,200
PPO CDHP HSA 80 Family	\$0	\$9,196	\$304

*would be less if pre-taxed

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.