

MEMORANDUM OF UNDERSTANDING

Between Ventura Unified School District (VUSD) and
Ventura Education Support Professionals Association (VESPA)

February 27, 2026

1. VESPA and VUSD agree to maintain status quo on salary for the 2025-26 bargaining year. The parties further agree that salary shall not be a reopener for the 2026-27 bargaining year.
2. VESPA and VUSD agree to maintain status quo on benefits for the 2026 benefits year.
3. VESPA and VUSD shall commence negotiations on potential changes to the benefits structure in July 2026 upon ratification and Board approval for the 2027 benefits year. The parties shall make good faith efforts to reach a settlement on benefits prior to September 1, 2026 in order to provide time for member education prior to open enrollment. Negotiations shall include discussions regarding on-going district contributions.