

Memorandum of Understanding between
Ventura Unified School District and
Ventura Education Support Professionals Association

Re: Layoffs, Reemployment, and Effects Related Thereto

Upon mutual agreement, the parties approve the following additions/modifications to Article 19 of the Collective Bargaining Agreement ("CBA") for the 2026 calendar year:

1. All unit members who are receiving a bilingual stipend at the time of the layoff and are bumped or otherwise reassigned into a position that does not carry a bilingual stipend because no bilingual required position was available to them, shall continue to receive that stipend for the following school year and provide bilingual services as needed.
2. Consideration shall be given to unit members whose hours were reduced and who submit a request for transfer. However consideration does not guarantee a position.
3. No unit members shall be required to work out of classification or perform duties outside their specific job description that are substantially unrelated to the intended function and duties outlined in their job description due to reductions in staff and/or hours. Tasks outside of an employee's function and scope of duties may be assigned on a temporary basis in cases of emergency to include but not limited to student safety. The following classification is exempt from this clause: Bus Driver.

Health and Welfare Benefits:

1. All classified unit members laid off and no longer employed by the District due to the Reduction in Force (RIF) process shall continue to receive the District's contribution for their current active health and welfare benefits package through September 30. If the affected employee's current active plan, as of May 15, provides for a District contribution to the cost of the health and welfare benefits, the District shall make the same monthly contribution. If the affected employee's current active plan provides for an employee contribution, the affected employee shall make the same monthly contribution. The affected employee's contribution must be received by the District by the 20th of the previous month for coverage to continue. If the affected employee's contribution is not received by the stated date, the health and welfare benefits will be cancelled and the affected employee will be notified by the District of the cancellation.

This MOU shall be in effect through December 31, 2026. All other provisions of the Collective Bargaining Agreement ("CBA") shall remain in effect. The parties will make every effort to commence negotiations on the extension or modification of this MOU, its incorporation into the CBA, and/or changes to Article 19 of the CBA no later than November 9, 2026 (fall break is October 24-November 1).