**VUEA & VESPA Proposals re: Total Compensation**

**November 9, 2026**

**VUEA Article 19 – Total Compensation**

1. Effective January 1, 2027, the 2024-2025 Certificated Salary Schedule shall be increased by 4%. Effective July 1, 2027, the 2026-2027 Certificated Salary Schedule shall be increased by an additional 2%.
2. Effective January 1, 2027, “legacy” and “non-legacy” distinctions shall be eliminated.
3. Effective January 1, 2027, the District shall establish a “soft cap” contribution amount up to the Traditional Kaiser HMO Composite plan. Employees shall contribute the difference between the Traditional Kaiser HMO “soft cap” and plans with premiums above that amount. In the event the Traditional Kaiser HMO Composite plan transitions to a tiered structure, the “soft cap” shall be tied to the Family rate for the equivalent plan.
4. Effective January 1, 2027, the District shall contribute up to the IRS maximum toward members’ Health Savings Accounts up to the cost (“soft cap”) of the Traditional Kaiser HMO plan rate.
5. VUEA agrees to participate in a joint Health Benefits Advisory Committee with VESPA and VUSD as recommended by the Chair of the factfinding panel.
6. The parties agree to eliminate Article 19.C.3 – “Medical Cost Trigger” language.

- Upon Agreement, VUSD agrees to withdraw, with prejudice, its ULP charge against VUEA.
- This shall close negotiations for the 2025-2026 and 2026-2027 contract years.
- Article 19 - Total Compensation shall not be a reopener for 2027-2028.

**VESPA Article 20 – Total Compensation proposal**

1. Effective January 1, 2027, the 2024-2025 Classified Salary Schedule shall be increased by $1.50 per hour. Effective July 1, 2027, the 2026-2027 Classified Salary Schedule shall be increased by an additional $1 per hour.
2. Effective January 1, 2027, “legacy” and “non-legacy” distinctions shall be eliminated.
3. Effective January 1, 2027, the District shall establish a “soft cap” contribution amount up to the Traditional Kaiser HMO Composite plan. Employees shall contribute the difference between the Traditional Kaiser HMO “soft cap” and premiums above that amount. In the event the Traditional Kaiser HMO Composite plan transitions to a tiered structure, the “soft cap” shall be tied to the Family rate for the equivalent plan.
4. Effective January 1, 2027, the District shall contribute up to the IRS maximum toward members’ Health Savings Accounts up to the cost (“soft cap”) of the Traditional Kaiser HMO plan rate.
5. Effective January 1, 2027, full-time equivalency for purposes of health benefits shall be 35 hours per week. Members working in multiple positions shall have all hours per week considered in determining their full-time equivalency for purposes of health benefits.
6. Effective January 1, 2027, the District shall make proportional contributions to health benefits for members working 20-35 according to the following:
    a. 20-24.99 hours per week = 57%
    b. 25-29.99 hours per week = 71%
    c. 30-35 hours per week = 86%
    d. 35 and above hours per week = 100%
7. VESPA agrees to participate in a joint Health Benefits Advisory Committee with VUEA and VUSD as recommended by the Chair of the factfinding panel.
8. The parties agree to eliminate Article 20.1.4 – “Medical Cost Trigger” language.

**VESPA Article 19 – Layoffs**

1. VESPA formally withdraws its proposals regarding Article 19 - Layoffs.

- This shall close negotiations for the 2025-2026 and 2026-2027 contract years.
- Article 20 - Total Compensation shall not be a reopener for 2027-2028.