Article 19 – Total Compensation

VUEA Proposal – November 9, 2026

VUEA Proposal – November 10, 2026

This article shall be used to determine:

A. Application

1. The certificated salary schedule for the ~~2023-2024 and 2024-2025~~ **2026-2027** ~~**and 2027-2028**~~ school years.

2. The District contributions for health, dental and vision insurance for unit members effective ~~July 1, 2023~~ **January 1, 2027**.

3. Maintaining manageable class sizes within the District is an essential component of providing the District's students with a quality education. The purpose of this article is to establish a means for determining the number of bargaining unit members assigned to school sites and the size of classes taught:

   Whenever administratively practicable, while prioritizing student needs, and in consideration of certain factors, including but not limited to: LCFF, federal, state and local revenue sources; staffing allocation, master schedule considerations, credentialing; facilities, notwithstanding unforeseen circumstances.

B. Salaries

1. **Effective January 1, 2027, the 2024-2025 Certificated Salary Schedules shall be increased by 4%.** ~~**Effective July 1, 2027, the 2026-2027 Certificated Salary Schedules shall be increased by an additional 2%.**~~

   ~~For the 2023-2024 school year, contingent upon the agreed upon changes in C. 1. a. and b. below, retroactive to July 1, 2023, the District agrees to increase the current 2022-23 salary schedule by 4% for active bargaining unit members as of the date of Board ratification.~~

   a. ~~For the 2023-2024 school year, contingent upon the agreed upon changes in C. 1. a. and b. below, the District agrees to increase the salary schedule by an additional 2% of the 2023-2024 salary schedule, effective January 1, 2024.~~

   b. ~~For the 2024-2025 school year, contingent upon the agreed upon changes in C. 1. a. and b. below, the District agrees to increase the 2023-2024 salary schedule by an additional 2%, effective July 1, 2024. If the COLA for the 2024-2025 school year exceeds 3.94% the district agrees to reopen negotiations for total compensation. At first interim in December 2023, the multi-year budget projection (MYP) is based on the COLA projection of 3.94% for the 2024-2025 school year.~~

2. ~~Fully fund step and column for the 2023-2024 school year.~~

C. Health, Dental, and Vision Insurance

1. ~~The parties agreed to change the Group Purchasing Organization ("GPO") effective July 1, 2023. Effective July 1, 2023, for the 2023-2024 and 2024-2025 school years, the District will continue to~~

~~pay a total employer contribution cost of up to $25,772,544 towards the cost of health and welfare benefits (including Vision and Dental) premiums and shall contribute a pro-rated amount for part-time unit members as per Article 18 and Article 19 C. 1. a. and b. below of the VUSD/VUEA CBA.~~

Effective January 1, 2027, the District shall establish an ongoing "soft cap" contribution amount equivalent to the Traditional Kaiser HMO Composite Plan rate. The District contribution shall increase each year to be equal to the Traditional Kaiser HMO Composite Plan rate. Employees selecting plans with premiums higher than the Traditional Kaiser HMO Plan rate shall pay 100% of the difference between the District's contribution and the actual cost of the premium. In the event the Traditional Kaiser HMO Composite Plan rate transitions to a tiered structure, the "soft cap" shall be equal to the Family Plan rate for the equivalent Kaiser HMO plan.

a. The district will fund the full premium cost of health and welfare benefits for each eligible unit member 80% or greater, employed on or before the date of Board ratification. This employer contribution will be prorated as outlined in Article 18 for unit members who work less than 80% of full time.

b. **Effective January 1, 2027, the District shall contribute up to the IRS maximum toward Health Savings Accounts for members selecting those plans up to the cost ("soft cap") of the Traditional Kaiser HMO Composite Plan rate.**

~~b. New employees hired after the date of Board ratification:~~

~~For the 2024 calendar year: The district will fund the full premium cost of the CDHP PPO 90 with a district contribution of $905 towards the employee's health savings account (HSA) or the district will fund the full premium cost of the CDHP HMO $1,600 with a district contribution of $1,449 towards the employee's health savings account (HSA) for each eligible unit member 80% or greater. Should the employee select a health and welfare plan other than the two CDHP plans listed above, the district will pay an employer contribution of $16,500 towards the cost of the premium for the health and welfare plan the employee selects. This employer contribution will be prorated as outlined in Article 18 for unit members who work less than 80% of full time.~~

~~For January 1, 2025 through June 30, 2025: Should there be an increase in the cost of the premium for the CDHP PPO 90 or the CDHP HMO $1,600, the district will fund the increase in the premium for either of those two plans. Should the employee select a health and welfare plan other than the two CDHP plans listed above, the district will pay an employer contribution of $16,500 towards the cost of the premium for the health and welfare plan the employee selects.~~

c. Unit Members hired before January 3, 2023: The District shall offer Cash-in-Lieu to all eligible 80% or greater unit members who can prove they are covered by group medical coverage. Part-time eligible unit members currently enrolled in a District medical plan and can prove they are covered by group medical coverage are eligible for a prorated Cash-in-Lieu.

d. Unit Members hired on or after January 3, 2023: are only eligible for Cash-in-Lieu if they are employed 80% or greater, subject to the conditions in c. above.

e. The amount of the Cash-in-Lieu for unit members defined in C. 1. c. above shall be prorated and paid as follows.

Beginning 7/1/2023, the Cash-in-Lieu shall be:

1. 80% or greater unit member: $5,000
2. 75% to 79% unit member: $3,750
3. 50% to 74% unit member: $2,500

2. ~~The parties agree that the Medical Advisory Committee of The District, VESPA and VUEA shall meet on a regular basis to assess the GPO and to educate members about the plan and to discuss ways to educate unit members on choosing possible future cost-saving plans offered by the GPO. The committee will also have a goal of offering HSA plans to all eligible unit members.~~ The District and VUEA agree to form a joint health and welfare advisory committee with VESPA, with training from an independent, non-broker, provider that is jointly chosen by the VESPA and VUEA Presidents and the Assistant Superintendent, Human Resources. The parties shall meet at least four times between January and June. The goal of the advisory committee is to control health and welfare benefits costs, educate members, improve benefit options, and explore adjustments to the prorating eligibility of benefits referenced in 20.2.1.

3. ~~Medical Cost Trigger Once the total cost of health and welfare benefits in the GPO exceeds $23,195,289 (ninety (90%) of the current total amount of $25,772,544) the parties agree to bargain in good faith (VUEA will be represented in the bargaining by their bargaining team), to explore all possible medical plan changes to keep the total cost below $25,772,544. When an agreement is reached on changes, the changes shall be referred to formal bargaining to implement the agreed upon changes, based upon a vote by the VUEA membership and ratification by the VUSD School Board. It is the parties' intent that all current eligible unit members,' employed on or before the date of Board ratification, health and welfare premium costs be fully-funded by the District until there is a subsequent, negotiated total compensation agreement.~~

D. Health and Welfare Retirement Plan Deferred Compensation

1. This section of this article applies only to unit members who were employed by the district prior to June 30, 1993.

2. This section of this article applies only to unit members who were employed by the district prior to June 30, 1993.

3. The unit members who are eligible for the retirement plan deferred compensation under the Agreement between the Ventura Unified School District and the Ventura Unified Education Association for the period of July 1, 1992, to June 30, 1995, (Appendix G) will remain eligible for the retirement plan deferred compensation.

4. Eligible unit members who retire from the Ventura Unified School District under STRS or PERS will receive a deferred compensation amount of $1,500 for each year of service plus one year not to exceed 30 years based upon the unit member's years of service and their level of benefits as of June 30, 1993.

The deferred compensation amount will be paid annually over a five (5) year period according to Appendix G, upon the bargaining unit member's retirement from the Ventura Unified School District as verified by STRS or PERS. The first installment will be paid within 90 days of the bargaining unit member's retirement date; the remaining installments will be paid in January.