

## Ventura Education Support Professionals Proposal to

### Ventura Unified School District

**VESPA Counter #6 – November 29, 2022**

#### **VESPA proposes the following terms related to Total Compensation.**

1. Effective July 1, 2022, the District will increase the current 2021-2022 salary schedules for each bargaining unit by 11.5%.
2. The parties agree to change the current Group Purchasing Organization (“GPO”) effective July 1, 2023, until the parties meet and negotiate a future change to the GPO. The new GPO shall offer the same PPO and HMO product as currently offered and the District shall fully fund full-time unit members in a plan, unless and until there is a negotiated change (Including Vision and Dental).
  - a. The District shall offer Cash in Lieu to all unit members who can prove they are covered by another healthcare plan. The amount of the Cash In Lieu shall be \$5,000 a year based on a full time FTE.
  - b. Unit members shall be eligible for Cash In Lieu if they are currently eligible to receive medical benefits because they are at least 75% employed or greater.
3. The current total cost of healthcare provided by the District is approximately \$25,772,544. The new GPO with the offerings in (2) above, is approximately \$21,697,756 with an additional savings of approximately \$1,095,000 (Based on at least 75 currently covered employees choosing Cash in Lieu) for an approximate total of \$20,602,756.
4. The parties agree that the Medical Committee of The District, VESPA and VUEA shall meet on a regular basis to assess the new 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 future HSA plans to all unit members.
5. **Medical Cost Trigger.** Once the total cost of medical in the new GPO exceeds the current amount of \$25,772,544, the parties agree to Meet and Confer in good faith (VESPA will be represented in the Meet and Confer by their bargaining team), to explore all possible medical plan changes to keep the total cost below \$25,772,544. If agreement is reached on changes, they shall be referred to formal bargaining to implement the agreed upon changes, based upon a vote by the VESPA membership and ratification by the VUSD School Board. If there is no agreement in the Meet and Confer process, the parties agree to meet in good faith during the next scheduled Bargaining Process where Total Compensation is open as an article. All unit members shall remain fully funded by VUSD for medical/dental/vision unless and until there is a negotiated change.

6. **Retiree Healthcare Benefits.** VUSD shall provide healthcare insurance (medical, dental and vision) at the lowest tier through the GPO.
  - a. This shall be the single tier for the CDHP attached (HSA plans).
  - b. The district shall also fund the HSA in the maximum amount allowed by the IRS, for SY 2022-23: \$3850.
  - c. To be eligible, the unit member must (all must be true):
    - i. Be 55 years old or older at the time of separation
    - ii. Must have had 15 consecutive years of service within VUSD
    - iii. Must have had healthcare insurance provided by VUSD prior to separation
  - d. The amount of funding for the retiree will be based on the percentage the member paid at time of separation