Ventura Unified School District Proposal
Memorandum of Understanding
Health Savings Account (HSA)
Ventura Unified School District (VUSD) and Ventura Unified Education Association (VUEA)
September 27, 2023 Proposal #2

1. The District shall offer the proposed Health Benefits Plans: Indemnity IV Plan, CDHP PPO 90, Gold Coast Trust Existing HMO, CDHP DHMO $1,500 (previously named Anthem PPO 85/15, HSA PPO 90/10, HMO 30 Kaiser, HMO HSA $3000).

2. The District shall contribute $3,320 (80% of the maximum 2024 IRS allowable individual contribution) toward the employee's HSA account for unit members selecting eligible HSA plans.

   The District contribution amount to the HSA shall be prorated and paid tenthly as follows:

   a. $3,320 - 80% or greater unit member
   b. $2,490 - 75% to 79% unit member
   c. $1,660 - 50% to 74% unit member

3. The HSA belongs to the employee. Employees who leave the District and/or retire would keep the money in their HSA.

4. This MOU is in place effective January 1, 2024 through December 31, 2024 and shall sunset on December 31, 2024 at the end of the Health and Welfare benefit plan year. This MOU may be modified or extended by the mutual consent of VUEA and VUSD no later than 30 days prior to open enrollment for the Health and Welfare benefit plan year.