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

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 will contribute $3,200 (77% of the maximum 2024 IRS allowable individual contribution) toward the employee's HSA account for unit members selecting eligible HSA plans for employees who work the entire 2024 calendar year or prorated accordingly. The District contribution of $3,200 (77% of the maximum 2024 IRS allowable individual contribution) sunsets at the end of the 2024 calendar year on December 31, 2024.

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 the VUEA and VUSD. The District will maintain the 2024 Health and Welfare Benefit Plans through December 31, 2025 in the event this MOU is not modified or extended 30 days prior to open enrollment for the Health and Welfare benefit plan year of 2025.