

TENTATIVE AGREEMENT
Ventura Unified School District (VUSD) and
Ventura Unified Education Association (VUEA)
January 30, 2024

ARTICLE 18
FRINGE BENEFITS

A. Bargaining unit members who worked at least 50% of the day or on full assignment at least 50% of the school contract year prior to May 22, 1979, will continue to receive those benefits which are mandated by State law and, in addition, the District will provide for those bargaining unit members a continuation of existing health, dental and vision benefits.

B. Bargaining unit members who elect to work less than 80% of full time but at least half time shall receive prorated fringe benefits equal to the percent of full time represented by their assignment if they agree to pay for the rest of the insurance premium. Those working less than 50% or who do not elect to pay the remainder of the premium will not receive fringe benefits. Those working 80% of full time or more will receive **District paid contributions as set forth in Article 19 section C.**

C. Bargaining unit members with Governing Board of Education approved unpaid health leaves of absence shall have the option to continue to receive health, dental, and vision insurance coverage for the period of the leave upon reimbursement of the Governing Board of Education for the entire cost of the premium.

D. Should a bargaining unit member's employment terminate following the last day of the school year and before the commencement of the ensuing school year, such bargaining unit member shall be entitled to continued coverage under the health, dental, and vision care plan until September 1st of the ensuing school year.

E. Section 125

The District will implement an IRS Section 125 plan for bargaining unit members beginning September 1, 1999. The parties will meet to determine the details of the implementation.

Agreed to this 30 day of January, 2024.

Sarah McLaughlin, VUEA President
Chief Negotiator

Gina Wolowicz, Asst. Supt.-Human Resources
VUSD Chief Negotiator

Mike Malone, Teacher-Balboa Middle School
Co-Negotiator

Ahsan Mirza, Asst. Supt.-Business Services
Co-Negotiator