**Ventura Unified Education Association to**

**Ventura Unified School District**

**VUEA Counter Proposal #1– September 13, 2023**

**VUEA counter proposes the following terms related to HSA Health Plans:**

1. Effective January 1, 2024, the District shall continue to fund the full premium costs for full-time unit members selecting a Health Benefits Plan (including Vision and Dental) and shall contribute a pro-rated amount for part-time unit members as per Article 18 of the VUSD/VUEA CBA.

**~~Article 19 C. 4. Medical Cost Trigger Once the total cost of~~**

**~~health and welfare benefits in the new 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 eligible unit members’ health and welfare premium costs be~~**

**~~fully-funded by the District until there is a subsequent, negotiated total~~**

**~~compensation agreement.~~**

2. District shall offer the proposed Health Benefits Plans (Anthem PPO-85/15, HSA PPO 90/10, ~~HSA PPO 60/40 (Tiered Rate Plan),~~ HMO 30 Kaiser, HMO HSA- $3000, ~~HMO HSA- $4500 (Tiered Rate Plan)~~.

3. In addition, the district shall fund the maximum **IRS-allowable individual****contribution ~~contribute $2,300~~** to unit members selecting HSA accounts **plan year 01/01/24 to 12/31/24.**