

Ventura Unified School District Counter Proposal to

Ventura Unified Education Association

VUSD Counter Proposal– September 13, 2023 1:15pm

VUSD counter proposes the following terms related to HSA Health Plans:

- ~~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 VUSDA/UEA 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.**
- 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).
- 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.**