

**Memorandum of Understanding  
Between the Oxnard School District and the Oxnard Support Services Association  
regarding Health and Welfare Benefits**

**June 6, 2022**

The District and OSSA have agreed it is in the best interest of both parties to re-establish a District contribution toward the cost of health and welfare benefits for OSSA members.

To that end, the parties have agreed to contribute the following amounts to a health and welfare benefits fund, which will be allocated for all OSSA members who opt-in to health and welfare benefits coverage, beginning with the 2022-23 Health Benefits Year:

- The District shall contribute \$1,000 for each of the 121 FTE OSSA unit positions (\$121,000)
- OSSA shall contribute the equivalent of a 1.0% on-schedule salary increase (\$143,604)

The total beginning health and welfare benefits fund amount of \$264,604 shall be divided by the anticipated enrollment in health benefits of 50 OSSA unit members, for an annual contribution for the 2022-23 Health Benefits Year of \$5,292 (which shall equal an 11-month contribution amount of \$481.00).

The actual number of OSSA participants enrolled in health and welfare benefits for 2022-23, and an accounting of the total annual contributions in relation to the initial \$264,604 fund amount, shall be reviewed by both parties during the 2022-23 negotiations, with the goal of establishing the annual contribution for the 2023-24 Health Benefits Year.

At minimum, the annual District contribution toward health and welfare benefits (benefit cap) beginning in the 2024-2025 health benefit year shall remain no less than \$2,200 per OSSA unit member.

Dr. Victor Torres  
Dr. Victor M. Torres, Asst Supt of HR

Shiri Hermesh  
Shiri Hermesh, President, OSSA

6.7.22  
Date

6/15/22  
Date