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The nation's largest independent classified employee association

AEU

September 21, 2026

Via Electronic Mail
president@cvceolife.org

Ruby Williams, Chapter President
Chula Vista Elementary, CSEA

Re: Memorandum of Understanding (MOU) – Health and Welfare

Dear Chapter President Williams:

I have received the Memorandum of Understanding (MOU) regarding Health and Welfare between South Bay Union School District and California School Employees Association and its Chula Vista Elementary.

It has been reviewed in accordance with Policy 610. I have found no apparent violation of law, CSEA's Constitution and Bylaws, or Policy.

Ratification for this MOU **is** required. Please provide Field Director, Michael Breyette, with the ratification date so that we may update our records.

Please ensure your chapter complies with the Ratification Meeting requirements as identified in your chapter constitution and Policy 610 Ratification Notice.

I would like to take this opportunity to acknowledge the time and effort spent by you and the Negotiating Committee in negotiations. Your involvement and dedication are truly appreciated.

Please feel free to contact my office if you have any questions or concerns.

In Solidarity,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Michael Breyette
Field Director

MB/lm

Contract File

MEMORANDUM OF UNDERSTANDING

HEALTH AND WELFARE BENEFIT AND ONE-TIME OFF-SCHEDULE PAYMENT BETWEEN THE CHULA VISTA ELEMENTARY SCHOOL DISTRICT ("District") AND THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS CHULA VISTA CLASSIFIED EMPLOYEES ORGANIZATION CHAPTER 66 ("CSEA")

September 17, 2026

Effective Date

This Memorandum of Understanding ("MOU") shall be effective January 31, 2026, and shall be retroactive to that date. This MOU supersedes the language referenced below of the Collective Bargaining Agreement in its entirety effective January 31, 2026, and is hereby integrated in the Collective Bargaining Agreement by this reference. The Articles shall otherwise remain in full force and effect except as modified by this MOU.

Purpose

The purpose of this MOU is to provide classified employees with Health and Welfare benefit contributions equal to those provided to CVE unit members and to assist employees in maintaining affordable healthcare coverage, as provided below.

1.Article 7 – Health and Welfare Benefits

~~In the event the Health Benefits Committee (HBC) no longer exists, the following insurance plans, programs, and benefits listed herein, as well as the respective insurance carriers contracting such plans, remain with the prerogative, discretion, and sole determination of the District.~~

7.1.1 For each eligible unit member employed by the District on the date of the parties' full execution of this MOU ("Eligible Unit Member"), the District shall provide a three-tiered structure for health insurance benefits and contribute up to the maximum as follows per year per unit member. Effective January 31, 2026, the District contribution maximum shall be adjusted to the following levels:

Single Party Plan	$15,500 annually
Two Party Plan	$18,000 annually
Family Plan	$23,200 annually

For each Eligible Unit Member, effective January 31, 2026, the District agrees to provide a maximum total contribution annually of fifteen thousand five hundred dollars ($15,500) in twelve monthly increments of one thousand two hundred ninety-one dollars and sixty-seven cents ($1,291.67) minus the twelve monthly premium costs of employee only dental insurance, employee only vision insurance, life insurance and group salary protection to be applied to the voluntary District group medical insurance program for the single party plan for the duration of this Agreement.

For each Eligible Unit Member, effective January 31, 2026, the District agrees to provide a maximum total contribution annually of eighteen thousand dollars ($18,000) in twelve monthly increments of one thousand five hundred dollars ($1500.00) minus the twelve monthly premium costs of employee only dental insurance, employee only vision insurance, life insurance and group salary protection to be applied to the voluntary District group medical insurance program for the two party plan for the duration of this Agreement.

For each Eligible Unit Member, effective January 31, 2026, the District agrees to provide a maximum total contribution annually of twenty-three thousand two hundred dollars ($23,200) in twelve monthly increments of one thousand nine hundred thirty-three dollars and thirty-three cents ($1933.33) minus the twelve monthly premium costs of employee only dental insurance, employee only vision insurance, life insurance and group salary protection to be applied to the voluntary District group medical insurance program for the family plan for the duration of this Agreement.

The annual contribution maximum applicable to an Eligible Unit Member shall be determined by the Eligible Unit Member's enrolled coverage tier. Any reimbursement pursuant to this section 7.1.1 to Eligible Unit Members shall be issued to the eligible unit member no later than December 31, 2026.

7.1.5.1 For those employees hired after 2008, and who retire with at least ten years of continuous service, the last ten of which are benefit eligible service, the District shall contribute an amount up to the maximum 55% of $16,000/year to be applied toward the monthly premium of the District group medical insurance program until the employee reaches age sixty-five (65).

7.1.5.2 Employees who were benefit eligible prior to 2008, and who retire with at least ten years of continuous service, the last five of which must be benefit eligible service shall receive up to the maximum 55% of $16,000/year to be applied toward the monthly premium of the District group medical insurance program until the employee.

7.1.8 **Health Benefits Committee.** The District and CVCEO will participate in the Health Benefits Committee (HBC) with the following membership: Three (3) CVCEO members, three (3) CVE members, one (1) Charter Teacher Representative, and three (3) District Management Representatives, Participating CVCEO members will be selected by CVCEO. This committee shall operate as a consensus committee, however, each organizational group may independently select the healthcare provider and plans (eg. VEBA, SISC, etc.) of their choice. It will be the responsibility of the HBC to evaluate current brokers and providers and solicit quotes when necessary.

2.Article 5 - Wages

Effective upon ratification and board approval, the District shall provide a one-time, off-schedule payment of 1.5% of contracted salary earnings between July 1, 2025, through June 30, 2026, for all bargaining unit members employed by the District during the 2025-26 school year and employed by the District at the time of the parties' full execution of this MOU.

3. Completion of Negotiations

The Parties agree and acknowledge that this MOU fully and finally resolves all negotiations between the parties through June 30, 2026.

For CVCEO-CSEA Chapter 66

President _____

Date: 9-17-2026

CSEA Field Director _____

Date: 9-17-26