

**Memorandum of Understanding
Between
Cambrian School District
And
California School Employees Association and its Cambrian Chapter 641**

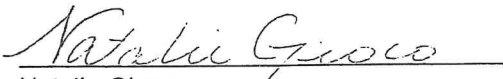
The Cambrian School District ("District") and the California School Employees Association, Cambrian Chapter 641 ("CSEA"), enter into this Memorandum of Understanding ("MOU") regarding health benefits caps for the 2025 - 2026 school year.

Effective October 1, 2025, the health benefits cap will be increased to \$14,900 single party, \$17,375 two party or \$22,775 for family effective January 1, 2026. Subsequent increases in benefits costs in excess of the cap for the remainder of the term of the contract will be paid "out of pocket" by CSEA unit members.

The MOU expires on June 30, 2026.

During negotiations for the 2026-27 contract, the parties will discuss continuing the district's increased contributions towards the health benefits cap.

For the District:

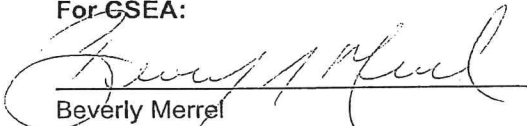


Natalie Gioco
Assistant Superintendent of Personnel
Cambrian School District

5/21/25

Date

For CSEA:



Beverly Merrel
President, Cambrian Chapter 641

5/21/25

Date



Robin James-Utgaard
Labor Relations Representative
CSEA

5/21/2025

Date