

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE SAN DIEGUITO UNION HIGH SCHOOL DISTRICT
AND
THE SAN DIEGUITO FACULTY ASSOCIATION

September 14, 2026

This Memorandum of Understanding ("MOU") is executed by and between the San Dieguito Union High School District ("District") and the San Dieguito Faculty Association ("SDFA") (collectively, the "Parties") regarding Article 10.01's Health Care Credit. The Parties agree as follows:

1. Beginning January 1, 2027 ("2027 Plan Year") the District health care credit will be \$1,031.00 tenthly.
2. The Parties mutually agree that, for the 2027 Plan Year, the health care credit shall increase from the current amount of \$876.00 per tenthly payment to \$1,031.00 per tenthly payment. If the health care credit exceeds the employee's monthly health care premium, the employee shall not be entitled to receive, retain, or otherwise use the difference between the credit and the applicable monthly premium.
3. Part-time employees who work less than .50 FTE will receive a prorated health care credit should they choose to enroll in medical benefits.

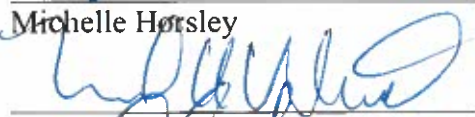
For example, during the 2027 Plan Year, a .40 FTE will receive a prorated health care credit of \$412.40 tenthly (prorated from \$1,031.00 tenthly).

This MOU shall not be precedent-setting or establish a past practice between the Parties.

Signed September 14, 2026

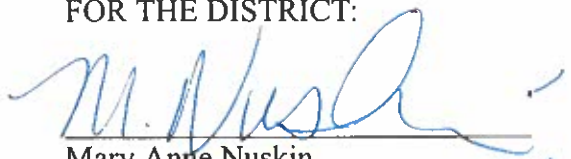
FOR SDFA:

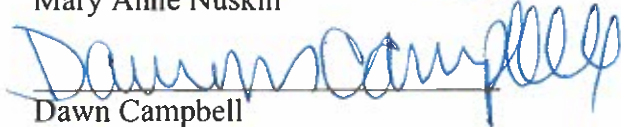

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