TENTATIVE AGREEMENT
BETWEEN
SAN DIEGUITO UNION HIGH SCHOOL DISTRICT
AND
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS SAN DIEGUITO CHAPTER #241

October 22, 2026

This Tentative Agreement is executed by and between the San Dieguito Union High School District ("District") and the California School Employees Association and its San Dieguito Chapter #241 ("CSEA") subject to the ratification process and board approval, on negotiations for the 2026-2027 school year, the third year of a three-year agreement, dated July 1, 2024 - June 30, 2027.

Article 11: Wages
The Parties mutually agree to amend the language to Article 11: Wages, Section B as follows:

B. For the ~~2025-2026~~ 2026-2027 school year there shall be a ~~1%~~ 4% increase to the classified salary schedule, effective July 1, ~~2025~~ 2026. This ~~1%~~ 4% increase will be implemented as soon as practicable after CSEA ratification and Board approval. The District will provide CSEA regular monthly communication updates on the status of implementing the ~~2025-2026~~ 2026-2027 retroactive pay. This will conclude negotiation for the ~~2025-2026~~ 2026-2027 school year.

Article 12: Fringe Benefits
The Parties mutually agree to revise Article 12, Section A (Flexible Spending Account), as set forth below, to reflect the District's contribution to the Flexible Spending Account.

A. *FLEXIBLE SPENDING ACCOUNT: Throughout this contract, employees shall receive a Flexible Spending Account in the amount of:*

- *Full-time employees shall receive ~~$16,524.30 (effective 01/01/2025)~~ $19,264.30 (effective 01/01/2027) per year with escalators as stated herein.*
- *Part-time employees are ineligible to receive a Flexible Spending Account: however, they may purchase health and welfare insurance at District rates.*
- *Part-time employees (hired prior to December 3, 1999) shall receive a Flexible Spending Account in the amount of ~~$8,262.15 (effective 01/01/2025)~~ $9,632.20 (effective 01/01/2027) per year with escalators as stated herein.*

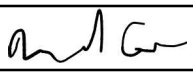
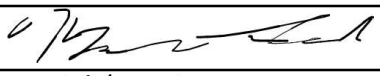
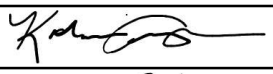
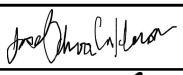
Article 19: Leaves, Paid & Unpaid
The Parties mutually agree to revise Article 19 to incorporate language reflecting the update to Education Code section 45193 regarding Pregnancy Disability Leave, effective January 1, 2027. Effective on that date, the new language shall replace the current Section A. Maternity Leave, I(a), as follows:

~~I. Maternity Leave~~
~~1.Paid Maternity Disability Leave~~
~~a.A female employee who is certified by a licensed physician to be physically disabled from performing her assigned duties due to pregnancy, may utilize sick leave and the benefits provided in Article 19, Section A for absences necessitated by pregnancy, miscarriage, childbirth and recovery~~

I. Paid Pregnancy Disability Leave (effective January 1, 2027)

1. In accordance with Education Code section 45193, as amended, an employee who is disabled due to pregnancy, miscarriage, childbirth, termination of pregnancy, or recovery therefrom shall be entitled to a Pregnancy Disability Leave (PDL) of up to fourteen (14) weeks at full pay.
2. Pregnancy Disability Leave under this section shall be available when an employee's health care provider certifies that the employee is unable to perform the essential functions of their position because of pregnancy, miscarriage, childbirth, termination of pregnancy, or recovery from those conditions.
3. The duration of Pregnancy Disability Leave shall be determined by the employee's medical needs as certified by the employee's health care provider and shall not exceed fourteen (14) weeks for each pregnancy-related disability event, except as otherwise required by law.
4. Leave provided under this section shall be separate and distinct from parental leave, baby-bonding leave, family leave, or any other leave entitlement provided under this Agreement or applicable law.
5. An employee shall not be required to exhaust accumulated sick leave, vacation, compensatory time, or any other accrued leave prior to receiving the benefits provided under this section.
6. Time utilized under this section shall not reduce, diminish, or otherwise affect an employee's entitlement to parental leave, baby-bonding leave, California Family Rights Act (CFRA) leave, Family and Medical Leave Act (FMLA) leave, or any other leave provided by law or this Agreement, except as required by law.
7. Employees utilizing Pregnancy Disability Leave shall continue to receive all health and welfare benefits under the same terms and conditions as if actively employed for the duration of the leave, to the extent required by law.
8. Upon conclusion of Pregnancy Disability Leave, the employee shall be returned to the same or a comparable position consistent with applicable law.

The Parties agree that this tentative agreement concludes negotiations for the 2026-2027 school year and is subject to CSEA membership ratification and District Board approval, as applicable.

For CSEA		
Name	**Signature**	**Date**
Richard Colavin		10 / 23 / 2026
Matt Colwell		10 / 23 / 2026
Kalani Crosby		10 / 23 / 2026
Corina McGraw		10 / 23 / 2026
Jose Ochoa Calderon		10 / 23 / 2026
Ramon Gomez		10 / 23 / 2026
For the District		
Name	**Signature**	**Date**
Steve Dickinson		10 / 23 / 2026
Mary Anne Nuskin		10 / 26 / 2026