

**MEMORANDUM OF UNDERSTANDING (MOU)  
BETWEEN THE  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS DAVIS CHAPTER NO. 572  
(CSEA) AND THE  
DAVIS JOINT UNIFIED SCHOOL DISTRICT (District)  
REGARDING THE FORMATION OF A  
DJUSD HEALTH BENEFITS COMMITTEE (HBC)**

The California School Employees Association and the District agree that finding more affordable benefits options for DJUSD employees is a shared interest in order to attract and retain the highest quality employees. CSEA and the District agree to form a Health and Benefits Committee (HBC) in conjunction with the Davis Teachers Association (DTA) to provide the district and associated bargaining groups with advisory information on cost effective, high quality benefit options for DJUSD employees in anticipation of leaving the CalPERS benefit pool by January 1, 2024. The committee will serve as a forum for the exchange of ideas and establishment of better communication and education about benefits among the district and its associations.

The role of the DJUSD Health and Benefits Committee (HBC) is advisory and will evaluate current DJUSD benefit plans, investigate available options and make recommendations to the district and bargaining units as appropriate.

Release time shall be provided for CSEA appointed bargaining unit members to participate in the Health Benefits Committee during working hours. If meetings are held outside of the working hours of a CSEA bargaining unit member participating in the HBC, then the CSEA bargaining unit member shall earn compensatory time off.

The DJUSD Health and Benefits Committee (HBC) will be working in partnership with AP

Keenan

DocuSigned by:

*Sande Royval*

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Sande Royval,  
CSEA Chapter #572 President

1/12/2023

Date

DocuSigned by:

*Laura Juanitas*

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Laura Juanitas,  
Associate Superintendent

1/10/2023

Date

*Crystal Ferrer*

Crystal Ferrer,  
CSEA Labor Representative

1/13/2023

Date