

**Memorandum of Understanding
Between the Association of Colton Educators
and the Colton Joint Unified School District
2024-2025**

This Memorandum of Understanding ("MOU") is entered into between the Colton Joint Unified School District ("CJUSD") and the Association of Colton Educators ("Association"), (collectively the Parties), is entered into for the purpose of memorializing the mutual understanding related to health care coverage for all Certificated Unit Members.

WHEREAS, the Parties desire to encourage cost savings of premiums for the Health Benefits plans and Dental plans; and

WHEREAS, the Association and District recognize the importance of Unit Member retention in the CJUSD;
and

WHEREAS, providing affordable, comprehensive coverage for Unit Members will improve the overall health of Association Unit Members and thus add to cost savings;

Now, THEREFORE, the Parties agree as follows:

1. The District will apply monies to cover the cost for all HMO and Dental plans for ALL Certificated Unit Members regardless of hire date for the 2025-2026 school year.
2. The terms and conditions of this MOU shall supersede the provisions of the Collective Bargaining Agreement (CBA) to the extent that there is any conflict between the provisions of this MOU and the provisions of the CBA.
3. This Memorandum of Understanding is unique to its own circumstances and shall not constitute a precedent for any other agreement in the future, and furthermore, no party hereto shall cite to this MOU or its terms as a past practice for any purpose in the future, except to enforce the terms and conditions of this MOU.
4. This MOU is subject to ratification by the members of the Association and by the District's Board of Education.
5. This MOU is effective through the conclusion of the 2026 school year.


Cristina Puraci
President
Association of Colton Educators

2/27/25
Date

 2/27/25

Brandon Dade Date
Assistant Superintendent, Human Resources
Colton Joint Unified School District