

**Memorandum of Understanding
Santa Maria-Bonita School District and
Santa Maria Elementary Education Association**

Employee Health Benefits

On August 24, 2026, the Santa Maria-Bonita School District (District) and the Santa Maria Elementary Education Association (SMEEA) met to discuss increases in Health and Welfare costs. The parties agreed to the following:

1. Temporary Benefits Cap Increase

For the 2026–2027 benefits plan year, the District's annual contribution toward eligible employee health and welfare benefits shall temporarily be increased from **\$14,800 to \$17,710** (an increase of \$2,910) per eligible employee.

2. Duration of Increase

The increase described in this MOU applies only to this **2026–2027 benefits plan year** and shall sunset/expire automatically at the conclusion of this 2026-2027 benefits plan year.

3. Return to Existing Benefits Cap

Upon expiration of this 2026–2027 benefits plan year, the District's annual benefits contribution shall revert to the contract language under Article 14 Benefits.

4. No Continuing Obligation

The temporary increase shall not be precedent-setting.

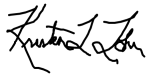
Tentatively agreed to on August 24, 2026.



Pete Bland, Ed.D.
Assistant Superintendent for HR

08/31/2026

Date



Kristen Lohr
SMEEA President

08/31/2026

Date