ESCONDIDO UNION HIGH SCHOOL DISTRICT ("EUHSD")

PROPOSAL #1

TO

ESCONDIDO SECONDARY TEACHERS ASSOCIATION ("ESTA")

SEPTEMBER 25, 2026

ARTICLE IX: EMPLOYEE BENEFITS

A. BASIC INSURANCE COVERAGE

~~**10. Beginning January 1, 2027, the district shall cover the increase of the insurance plans ongoing equal to the total increase for the 2027 calendar year in order to hold the out of pocket costs at the existing rates.**~~

~~**11. Prospectively, no less than $8,514,219 (331 current members x current cap + 2.64% calendar year increase) shall be deposited into the BRA account for all future years.**~~

~~**12. Any ongoing negotiated increase, including the above, to the current individual insurance cap of $21,233.28 shall be deposited into the BRA once negotiated. These negotiated increases shall be deposited each year. ESTA shall determine how to use this money to increase the tiered contributions from the District for all insurance plans.**~~

~~**13.**~~ 11. ~~**Additionally,**~~ **t**T**he opt out dollar amount (number of opt outs x** individual insurance **cap) from the previous calendar year** (census date is September 1) **shall be deposited into the B**enefit **R**eserve **A**ccount **on October 1st of each calendar year. The District and ESTA shall continue to meet and negotiate ongoing and one-time monies to be deposited into the BRA.**

~~**14. Effective January 1, 2027, the District will make a 1.00% one-time contribution to the Benefit Reserve Account.**~~

~~**15.**~~ 12. If an employee's selected plan has an annual cost that exceeds the District's maximum contribution, the employee shall pay tenthly payroll deductions to cover the difference between the actual cost of the employee's benefit plan and the District maximum contribution.

13. Effective January 1, 2027, there will be no increase to the District's contribution to individual insurance cap. The individual insurance cap will remain at $21,233.28.

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District	Date
_____	_____
District	Date
_____	_____
ESTA	Date
_____	_____
ESTA	Date