

**MEMORANDUM OF UNDERSTANDING – K-12 & CDC/HS
BETWEEN LONG BEACH UNIFIED SCHOOL DISTRICT (LBUSD) AND
TEACHERS ASSOCIATION OF LONG BEACH (TALB)**

December 11, 2025

The Long Beach Unified School District (“District”) and the Teachers Association of Long Beach (TALB) enter into this Memorandum of Understanding (“MOU”) and agree to the following guidelines in an effort to address specific concerns, shared by the parties, related to health benefits, the increasing health benefit cost, and the health benefit plans going over the District Annual Maximum (DAM).

1. **Purpose:** The purpose of this MOU is for the District and the Association to collaboratively address the long-term costs of healthcare while ensuring that employees continue to receive affordable and competitive health benefits.
2. **Background:** Since the inception of the Health Benefits Committee in 2012, Health Benefits have stayed below the District Annual Maximum (DAM). For the 2027-28 fiscal year the AETNA HMO and the AETNA POS are projected to go over the DAM, triggering a monthly premium copay for those who are utilizing the AETNA HMO or POS Medical Plans.
3. To be a fiduciary and verify that the health benefits plan is best situated to provide health care and cost effectiveness, TALB and the District agree to select a neutral consultant to provide training and support to the District’s Health Benefit Committee with future strategic planning.
4. Prior to March 31, 2026, the District shall hire a mutually agreed upon neutral consultant. The consultant’s duties shall include:
 - a. Training the District’s Health Benefits Committee and stakeholders.
 - b. Assisting the District’s Health Benefits Committee in determining a strategic healthcare plan.
 - c. Assisting the District’s Health Benefits Committee in developing recommendations for cost saving measures to present to represented employees approval. Every effort will be made to have these recommendations ready by October 31, 2026.

Note: The definition of stakeholders in Section 4a shall include:

1. All members of the Health Benefits Committee.
 2. Members of the bargaining team of each exclusive representative as selected by the exclusive representative.
 3. Each exclusive representative’s president or their designee.
5. This MOU shall only be effective if the requirements outlined in Section 4 comply with applicable law/regulations and LBUSD Board Policy.

6. After the completion of the health benefits training outlined in Section 4, either party may request a bargaining session to address health benefits.

This MOU shall expire on June 30, 2027.

Signatures on File

For TALB:

Michael Day
TALB – Lead Negotiator

Gerry Morrison
TALB – President

For the District:

Steven Rockenbach
Director, Employee Relations and Ethics