

**Joint Communique #4**  
**CSEA and District Interest-Based Bargaining Team**  
**September 30, 2026**

The Interest-Based Bargaining (IBB) Team met on September 30, 2026. The team members addressed:

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| <b>Health and Welfare</b> |
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- The team continued discussions on health and welfare including employee contributions and will continue to discuss on November 18, 2026.

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***This communication is an overview and not intended to be detailed. Specific information will be provided when Tentative Agreements are reached.***

| IBB RUSD/CSEA Negotiation Team |                   |
|--------------------------------|-------------------|
| Bridgette Bodine (Facilitator) |                   |
| Mike Vioral                    | Yesenia Gutierrez |
| Steven Dunlap                  | Melissa Montanez  |
| Shani Dahl                     | Jose Ortiz        |
| Christina Defalco Hoff         | Nina Ingurgio     |
| Robin Mesa                     | Joy Hurst         |
| Kyley Ybarra                   | Mike Green        |
|                                | Ana Garcia        |