

Memorandum of Understanding (MOU)
By and Between the La Mesa-Spring Valley School District (District)
and the La Mesa-Spring Valley Teachers Association (Association)
OPEB Option for Current Retirees

The District and the Association enter into this Memorandum of Understanding (“MOU”) to allow certificated retirees who are currently enrolled in the out-of-area (out-of-state) benefit plan access to a Health Reimbursement Account (HRA).

This agreement intends to honor the 12 retirees enrolled in an out-of-area (out-of-state) plan, as of January 31, 2025. This MOU shall be in effect for said retirees beginning July 1, 2025, until they are no longer eligible (reach age 65 or become eligible for Medicare).

1. The District and Association desire to provide access to an HRA for currently enrolled out-of-area (out-of-state) certificated retirees who qualified under CBA Article 5 (Health and Welfare Benefits).
2. An HRA is a type of health benefit that employers can offer to help employees pay for eligible medical related expenses, including but not limited to medical premiums, co-pays, medications, as well as dental and vision related expenses.
3. The District will establish an HRA for each of the currently enrolled out-of-area (out-of-state) retirees. Those retirees will receive an HRA expense card. The District will apply the monthly San Diego capped rate to the account. The retiree can then use that card for eligible medical related expenses as described above. The money in the account rolls from one year to the next if not fully used. It does not revert back to the District.
4. More information will be forthcoming. The District will host a special open enrollment period for those retirees ONLY, with the intent of the HRA being established by July 1, 2025.
5. The provisions of this MOU shall not be precedent-setting for any purpose, nor shall they be considered a past practice or evidence of a past practice for any future purpose. The Collective Bargaining Agreement and any other currently effective MOUs shall remain in full force concerning any and all language not addressed in this MOU.
6. If any provision of this MOU is found to be invalid or unenforceable, the remainder of the MOU shall continue in full force and effect and shall in no way be impaired or invalidated.
7. The Parties recognize that, to be enforceable, this MOU must be approved or ratified by the Board of Education.

This MOU is in effect until the last currently enrolled retiree is no longer eligible for the HRA (reach age 65 or become eligible for Medicare).

FOR THE DISTRICT

FOR THE ASSOCIATION

Meg Jacobsen
Assistant Superintendent
Human Resources, LMSV

Emily Scheitlin
Bargaining Chair, LMSVTA