Memorandum of Understanding Between
The Mt. Diablo Unified School District
And
The Mt. Diablo Education Association
Regarding
Medical Benefits
September 13, 2023

This Memorandum of Understanding ("MOU") is entered into, by and between the Mt. Diablo Unified School District ("MDUSD" or "the District") and the Mt. Diablo Education Association ("MDEA" or "the Association"), hereafter collectively referred to as "the Parties," on September 13, 2023 to address the costs of medical benefits as set forth below.

1. Effective January 1, 2024, and for the 2024 benefit plan year only, the District agrees to pay the cost of the Kaiser CalPERS rate in excess of the District's existing contribution of eighty percent (80%) of the 2024 Kaiser CalPERS rate by level, for single, employee +1, and family Kaiser plans. The increased percent beyond the four percent (4%) is seven point seven eight percent (7.78%). MDEA unit members remain responsible for the remaining costs of the plans.
2. The District shall produce and distribute to all bargaining unit members an updated "2023-2024 MDEA/DMA Medical Rates and Deductions" document.
3. The District and MDEA agree to issue a joint communication to MDEA unit members on or before September 20, 2023 announcing the terms of this agreement, each party thanking the other, and acknowledging the District's commitment to health benefit plans.
4. Nothing in this agreement changes the existing language of Article 16 of the Collective Bargaining Agreement.
5. Violations of this MOU shall be subject to the grievance article of the Collective Bargaining Agreement between the Parties.
6. Where there are conflicts between this language and the language in the Collective Bargaining Agreement, this language shall apply. Where this language is silent on a topic the language in the Collective Bargaining Agreement shall apply.
7. This MOU does not establish a past practice or precedent.
8. This MOU shall be finalized upon signatures below and ratification by MDEA bargaining unit members.

For the District:		For MDEA:	
9/13/23		9/13/23	
Signature	Date	Signature	Date
John J. Rubio		Julia M. Jameyson	
Name		Name	