

**Memorandum of Understanding Between
The Mt. Diablo Unified School District
And
The Mt. Diablo Education Association
Regarding
Medical and Dental Benefits
October 25, 2022**

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 October 25, 2022 to address the costs of medical and dental benefits as set forth below.

1. For the 2023 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 2023 Kaiser CalPERS rate, by level for single, employee +1, and family Kaiser plans. The increased percent beyond the four percent (4%) is 2.613%. MDEA unit members remain responsible for the remaining costs of the plans.

The District and MDEA agree that section 16.2.1 of the current Collective Bargaining Agreement between the Parties which states “The District will pay eighty percent (80%) of the 2022 Kaiser CalPERS rate, by level, for single, employee +1 and family plan. Moving forward, in each subsequent Benefit year, the District will adjust the District payment up to eighty percent (80%) of the Kaiser CalPERS rate for that Benefit Year for each applicable tier; provided the dollar increase does not exceed four percent (4%) of the then current dollar cost” [Remainder omitted] means that the CalPERS rate to which the determination of whether the plan costs have increased more than four percent (4%) applies is the CalPERS rate for the year prior to a given plan year. For example, in the 2024 plan year, the calculation under 16.2.1 of whether there was an increase that exceeds four percent (4%) will be calculated based on the Kaiser CalPERS rate for 2023, meaning that the 2023 Kaiser CalPERS rate is compared to the 2024 Kaiser CalPERS rate to determine if the change in rates exceeds four percent (4%).

For the 2023 plan year, the District’s contributions, pursuant to this agreement, shall be as follows:


	District Monthly Contribution	Employee Monthly Contribution Jan. – Aug. 2023 (paid for in 7 equal monthly payments Dec. '22 through June '23)	Employee Monthly Contribution Sep. – Dec. 2023 (paid for in 4 equal monthly payments Aug. '23 through Nov. '23)
Employee Only:	\$735.47	\$203.74	\$178.27
Employee +1:	\$1470.94	\$407.47	\$356.53
Family:	\$1912.23	\$529.71	\$463.49

2. The District and MDEA agree that for the 2022-2023 and 2023-2024 school years only, the District will offer a Delta Dental Optional Buy-Up Plan as an additional plan for MDEA unit members and MDEA unit members opting that plan will pay the difference in cost between that plan and the existing Delta Dental Basic Plan that is currently offered to MDEA unit members.

The District and MDEA agree to continue discussions on enhanced dental benefit plans during successor contract negotiations.

3. Nothing in this agreement changes the existing language of Article 16 of the Collective Bargaining Agreement.
4. The District shall produce and distribute to all bargaining unit members an updated "2022-2023 MDEA/DMA Medical Rates and Deductions" document.
5. The District and MDEA agree to issue a joint communication to MDEA unit members on or before October 26, 2022 announcing the terms of this agreement, each party thanking the other, and acknowledging the District's additional contribution to health benefit plans.
6. Violations of this MOU shall be subject to the grievance article of the Collective Bargaining Agreement between the Parties.
7. This agreement is non-precedential and does not establish a past practice.
8. 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.
9. If the 2024 Kaiser CalPERS rates increase by more than 4% over the 2023 plan year the Parties will meet to bargain regarding the 2024 plan year by August 25, 2023.
10. This MOU shall be finalized upon signatures below and ratification by MDEA bargaining unit members.
11. This Agreement shall expire as of December 31, 2023.


For the District:



10/25/22

Date

For MDEA:



October 25, 2022

Date