

PALO ALTO UNIFIED SCHOOL DISTRICT Memorandum of Understanding

The Palo Alto Unified School District (District) and the California School Employees Association (Chapter 301) “the parties” herein, have reached the following understandings, related to health benefits for the 2023 and 2024 calendar year.

For the 2023 and 2024 calendar year only, the increased cost of the medical benefit premiums will be shared between the district and the employees, through contributions via automatic payroll deductions as necessary for health insurance premiums as follows instead of the language listed in the current CBA in Article VI, Compensation & Benefits, Section C, number 4b:

1. The District shall assume and pay for the full cost of health (medical) insurance benefits provided in the Agreement for the full-time employee only, prorated for part-time employees who work at least half-time.
2. The District shall assume and pay for ninety percent (90%) of the full cost of health (medical) insurance benefits provided in the Agreement for the employee’s dependents (i.e., one dependent or family coverage). The employee shall contribute the remaining ten percent (10%).
3. The district has an interest in including increases of district contributions for all health (medical, dental, vision, and life) benefits as a part of total compensation, however, they will not be included in this MOU which addresses the 2023 calendar year benefits.
4. Part-Time Employees must work one-half (.5) of a full time equivalent (FTE) position or more to be eligible for health, dental, vision and life insurance coverage. For employees regularly assigned at least .5 FTE but less than 1.0 FTE, the District’s contribution for health insurance benefits (medical, dental, vision and life) shall be prorated based upon a full-time assignment. If the employee elects to participate in the District’s health plans, the part time employee shall pay the balance of the premium cost through monthly payroll deductions in advance of the month of coverage.
5. The language listed in the current CBA in Article VI, Compensation & Benefits, Section C, numbers 4c, 4d, 4e, 4f, and 4g still apply as written.

This MOU shall be effective for the 2023 and 2024 calendar year only and shall expire automatically on December 31, 2023~~4~~. Both parties will be meeting for ongoing negotiations during the 2022-2023 school year. Article VI, Compensation and Benefits, is open.

PAUSD to CSEA 12/6/22

If the parties have not ratified a negotiated agreement regarding health and welfare benefits by August 31, 2023, District and employee contributions for the cost of health (medical) benefits effective January 1, ~~2024~~ 2025 shall be determined by the CBA language which was board adopted on May 25, 2021, in Article VI, Compensation & Benefits, Section C, number 4b. If that occurs, the \$15,141 employee district contribution amount and the June 30, 2022 FTE numbers will be utilized for the Calculator process to establish the District and employee copay portions for 2023. This will be the basis for establishing new calculator rates for ~~2024~~ 2025.

Trent Bahadursingh 12/6/2022
Date
Deputy Superintendent

Meb Steiner 12/6/22
Date
CSEA President

Joseph R. Dilling 12/6/22

Jose Garcia 12/6/22
Jose Garcia