

## MEMORANDUM OF UNDERSTANDING

### SUNNYVALE SCHOOL DISTRICT and SUNNYVALE EDUCATION ASSOCIATION

October 6, 2023.

#### **Re: Dental Indemnity Plan Option**

This memorandum of understanding (“MOU”) is entered into by and between the Sunnyvale School District (“District”) and the Sunnyvale Education Association (“SEA”) (collectively, “Parties”) with regard to the following:

The District is a member of the Santa Clara County Schools’ Insurance Group (“SCCSIG”), which provides insurance benefits to its member districts and their employees, including dental insurance. Unit members are provided with dental insurance through Delta Dental, as specified in Appendix B, section B of the Parties’ collective bargaining agreement.

Recently, some unit members have been impacted due to their personal dentists leaving the Delta Dental network. To address this issue, and to allow unit members to continue seeing their personal dentists and minimize out-of-pocket costs, SCCSIG recently created a Dental Indemnity Plan as an option to augment the District’s already-existing dental insurance offerings. After consultation with SCCSIG, the Parties desire to offer SCCSIG’s Dental Indemnity Plan as an additional option for unit members and in furtherance thereof implement a special open enrollment period in October and/or November 2023.

Having met and conferred in good faith, and in the interest of ongoing collaboration and communication the Parties agree to the following, subject to approval and/or ratification by the District’s Governing Board:

1. Effective January 1, 2024, the District will offer the Dental Indemnity Plan provided by SCCSIG. Unit members may enroll in the Dental Indemnity Plan in addition to participating in the District’s already-existing Delta Dental premium, high, and low plans offered by SCCSIG.
2. The District will implement an open enrollment for the Dental Indemnity Plan in October and/or November 2023.
3. The Parties agree to incorporate Paragraph 1 into the next republication of their collective bargaining agreement, unless the Parties mutually agree otherwise.
4. This MOU is entered into voluntarily, is final and binding on the Parties, and satisfies the District’s obligation to negotiate the matters described herein.

5. By signing below, the Parties warrant that the person signing below is authorized to execute this MOU on behalf of their respective principals.

For SEA:

*Wendi Smith* 10/10/2023  
Wendi Smith (Oct 10, 2023 12:58 PDT)  
Name Date

*Heather Mumy* 11/10/2023  
Heather Mumy (Oct 11, 2023 08:38 PDT)  
Name Date

*Rachel Froberg* 10/10/2023  
Rachel Froberg (Oct 10, 2023 07:24 PDT)  
Name Date

For District:

*Mary Beth Allmann* 10/10/2023  
Mary Beth Allmann (Oct 10, 2023 09:49 PDT)  
Name Date

*Jeremy Nishihara* 09/10/2023  
Jeremy Nishihara (Oct 9, 2023 16:36 PDT)  
Name Date