

MEMORANDUM OF UNDERSTANDING

SUNNYVALE SCHOOL DISTRICT  
and  
SUNNYVALE CERTIFICATED AND CLASSIFIED ASSOCIATION  
FOR MANAGEMENT PERSONNEL

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 Certificated and Classified Association for Management Personnel (“SCCAMP”) (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. The District’s certificated management employees, classified management employees, confidential employees, nurses, and psychologists (“SCCAMP Employees”) are provided with dental insurance through Delta Dental, as specified in Article 2.2.1.1.3 of the Parties’ memorandum of understanding (“SCCAMP MOU”).

Recently, SCCAMP Employees have been impacted due to their personal dentists leaving the Delta Dental network. To address this issue, and to allow employees 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 SCCAMP Employees and in furtherance thereof implement a special open enrollment period in October and/or November 2023.

Having met and conferred in good faith, the District shall implement the following, subject to approval by the District’s Governing Board:

Effective January 1, 2024, the District will offer the Dental Indemnity Plan provided by SCCSIG. SCCAMP Employees 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.

The District will implement an open enrollment for the Dental Indemnity Plan in October and/or November 2023.

The Parties agree to incorporate Paragraph 1 into the next republication of the SCCAMP MOU, unless the Parties mutually agree otherwise.

This MOU is entered into voluntarily, is final and binding on the Parties, and satisfies the District's obligation to meet and confer regarding the matters described herein.

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

For SCCAMP:

*Renee Wedell*                      10/10/2023  
Renee Wedell (Oct 10, 2023 11:18 PDT)  
Name                                      Date

*Christina Hill*                      09/10/2023  
Christina Hill (Oct 9, 2023 16:09 PDT)  
Name                                      Date

*Rachelle Romander*                09/10/2023  
Rachelle Romander (Oct 9, 2023 18:32 PDT)  
Name                                      Date

For the District:

*Mary Beth Allmann*                10/10/2023  
Mary Beth Allmann (Oct 10, 2023 09:50 PDT)  
Name                                      Date

*Jeremy Nishihara*                09/10/2023  
Jeremy Nishihara (Oct 9, 2023 16:37 PDT)  
Name                                      Date

Jeremy Nishihara