

# MEMORANDUM OF UNDERSTANDING

## SUNNYVALE SCHOOL DISTRICT and CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS CHAPTER 205

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 California School Employees Association and its Chapter 205 (“CSEA”) (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 Article 23.1.2 of the Parties’ collective bargaining agreement.

Recently, 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.

For District:

<u>Oscar Jauregui</u> Oscar Jauregui (Oct 9, 2023 16:13 PDT)	09/10/2023
Name	Date

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

Frances Li	09/10/2023
Name	Date

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

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Name Date

James Trujillo (Oct 9, 2023 17:04 PDT) 09/10/2023

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Name Date

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Name
Date

**Signature:**   
Frances Li (Oct 9, 2023 16:04 PDT)

**Email:** frances.li@sesd.org