PALO ALTO UNIFIED SCHOOL DISTRICT
Memorandum of Understanding

The Palo Alto Unified School District (District) and the Palo Alto Educators Association CTA (PAEA) "the parties" herein, have reached the following understandings, related to health benefits for the 2023 calendar year.

For the 2023 calendar year only, the increased cost of the medical health benefits 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, numbers 4b and 5:

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. PAEA has an interest in considering the increase of employee contributions for medical benefits when calculating total compensation.
5. The language listed in the current CBA in Article VI, Compensation & Benefits, Section C, numbers 4d, 4e, 4f, and 4g still apply as written.

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

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 shall be determined by the CBA language which was board adopted on May 25, 2021, in Article VI, Compensation & Benefits, Section C, numbers 4b and 5. 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.

9/30/22		Theresa M Baldwin	9/29/22
Trent Bahadursingh	Date	Teri Baldwin	Date
Deputy Superintendent		PAEA President	