

APPENDIX L

MEMORANDUM OF UNDERSTANDING REGARDING HEALTH BENEFITS

**Memorandum of Understanding
Between
Santa Monica-Malibu Unified School District
And
Santa Monica-Malibu Classroom Teachers Association
Regarding
Health Benefits**

The Santa Monica-Malibu Unified School District ("District") and the Santa Monica-Malibu Classroom Teachers Association ("Association"), collectively referred to as "the Parties," enter into this Memorandum of Understanding ("MOU") regarding health benefits.

In fall of the 2018, representatives from the District's employee groups, SEIU, SMMCTA and SMMASA signed a Memorandum of Understanding ("MOU") to form a Joint Committee on Health and Welfare Benefits ("Committee"). Since 2018 the Committee has met regularly to review the District's health benefits program as part of fulfilling the Committee's stated mission:

The role of the Committee is to contain the cost of the District's health and welfare benefits program, and to maintain the affordability and quality of the benefits available to employees and eligible dependents.

Medical Rate Increase Cost: For the 2025–2026 school year, the cost of Health and Welfare benefits increased by 7.84%, totaling an additional \$1.79 million. The District will fully absorb this increase, ensuring there is no added cost to employees. This investment, along with the 2% increase to the Certificated Salary Schedule, reflects the District's ongoing commitment to supporting our employees through competitive total compensation.

On April 29, 2025, the Committee recommends to the District that there be **no changes to its medical benefits program** for the 2025-2026 school year. The committee also recommends that the District discontinue our relationship with Alliance of Schools Cooperative Insurance Programs ("ASCIP") and United Healthcare Vision ("UHV"), and utilize Self-Insured Schools of California ("SISC") for its vision benefits program. The committee additionally recommends that the District discontinue our relationship with Alliance of Schools Cooperative Insurance Programs ("ASCIP") and Keenan, and utilize Self-Insured Schools of California ("SISC") for its dental benefits program.

Upon ratification by SMMCTA unit members, the Association and the District agree to the following:

1. The District shall discontinue its membership with the Alliance of Schools for Cooperative Insurance Programs ("ASCIP"), United Healthcare Vision ("UHV"), and Keenan and expand its membership of Self-Insured Schools of California ("SISC") to include dental and vision coverage. The first-year dental and vision benefit period for SISC runs from October 1, 2025 to September 30, 2026.
2. For the benefit period October 1, 2025 to September 30, 2026, the District shall provide Self-Insured Schools of California ("SISC") dental and vision plans as described:

Dental and Vision Plans options for full-time employees and their families that require no employee contribution

Delta Dental PPO

DeltaCare USA HMO

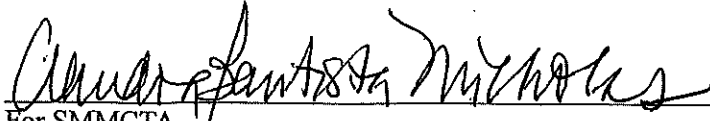
Plan option for full-time that requires an employee contribution

Vision Service Plan (Signature Plan)-Tenthly Rate

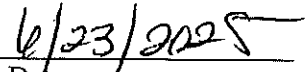
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Family=\$23.28

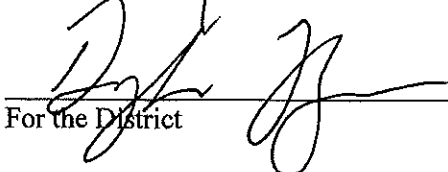
3. Article XXV Health and Welfare Benefits remains subject to negotiations.
4. SMMCTA will continue its participation on the Joint Committee on Health and Welfare Benefits.



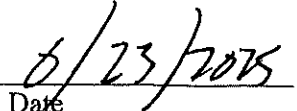
For SMMCTA



Date



For the District



Date

Ratified by SMMCTA on May 30, 2025