

San Mateo Union High School District

MEMORANDUM

TO: Board of Education

FROM: Kirk Black, Deputy Superintendent

DATE: August 11, 2022

RE: **MOUs Regarding Health and Welfare Benefits – All Units**

I. Background

The 2023 renewal premium rates for District medical insurance increased from 2022 by 5.9% for Sutter Health Plus and 12.3% for Kaiser. The increases would have resulted in significant employee out of pocket costs in 2023. In order to mitigate the effects of the increases, the Board authorized the District to provide MOUs to District employee associations that will increase the District contribution to health and welfare benefits for 2023.

II. Support Information

To support employees health and welfare benefits, the MOUs with the San Mateo Union High School District Teachers' Association, CSEA Chapter 519, AFSCME Local 829, and AFT Local 4681 increase the District contribution to match the highest HMO premium, prorated by FTE.

III. Recommendation

Approve the MOUs with the District employee associations to increase the 2023 District contribution to medical insurance premiums to match the highest HMO plan for full time employees, prorated for part time employees.