

**MEMORANDUM OF UNDERSTANDING
BETWEEN
SAN LUIS OBISPO COUNTY OFFICE OF EDUCATION
AND
SAN LUIS OBISPO COUNTY EDUCATION ASSOCIATION/CTA/NEA
Health and Welfare Benefits – 4.1.2. Dental Insurance**

May 12, 2023

The San Luis Obispo County Superintendent of Schools ("County Office") and San Luis Obispo County Education Association/CTA/NEA ("Association"), collectively referred to as the Parties, enter into this Memorandum of Understanding ("MOU") regarding Health and Welfare Benefits, specifically dental insurance (section 4.1.2.) of the 2022-25 collective bargaining agreement.

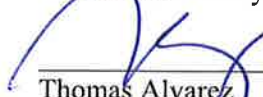
Recitals:

- A. During the regularly scheduled cost containment committee meetings (4/25 & 4/28) there was discussion that the current SLOCOE dental provider network has been negatively impacted with many network dentists no longer accepting Delta Dental insurance.
- B. In April 2023, SLOCOE surveyed all employees regarding the impacts of dentists no longer accepting SLOCOE provided Delta Dental Insurance. Over two-thirds of SLOCOE employees indicated that they have been negatively impacted by local dentists refusing to accept Delta Dental insurance and thus requiring unit members to seek another provider who accepts Delta Dental insurance or make a choice to continue with an out of network dentist, which could result in increased cost to the individual unit member arising from various factors, including but not limited to higher office visit/out-of-pocket costs to the unit member.
- C. SLOCOE solicited proposals for a potential replacement to Delta Dental insurance and cost containment committee subsequently agreed to replace Delta Dental insurance with MetLife dental insurance beginning October 2023.

The County Office and Association agree to following terms:

1. The Parties agree to replace Delta Dental insurance provider with MetLife dental insurance and begin the process of enrolling employees into MetLife dental insurance plan options during the 2023-24 Benefits Open Enrollment period.
2. The Parties agree to revise current contract language specific to insurance benefits, during negotiations in the 2023-24 contract year.
3. This Memorandum of Understanding shall remain in full force and effect for the remainder of the current agreement until June 30, 2025.
4. The undersigned represent that they are authorized to execute this MOU.

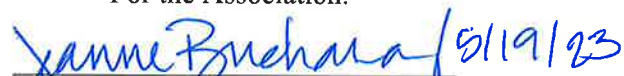
For the County Office:



Thomas Alvarez
SLOCOE Chief HR Officer

5/19/23
Date

For the Association:



Jeanne Buchanan
SLOCEA/CTA President

5/19/23
Date