

MEMORANDUM OF UNDERSTANDING
between the
JEFFERSON UNION HIGH SCHOOL DISTRICT
and the
AMERICAN FEDERATION OF TEACHERS, LOCAL 1481

This Memorandum of Understanding (“MOU”) is entered into by and between the Jefferson Union High School District (“District”) and the American Federation of Teachers, Local 1481 (“AFT”). The parties herein agree to the following:

Health insurance premiums are set to increase on January 1, 2022.

Due to the expiration of the current bargaining agreement and with a common desire to ensure District employees continued access to health benefits, the District and AFT met to negotiate health benefits in isolation from the rest of the contract.

For the 21-22 school year, the District shall maintain current employer contribution rates to employee health benefits and will contribute a portion of the premium cost increase up to a total of \$40,000. This will provide coverage of 100% of the Kaiser increase and a portion of the increase to other health plans up through and including June 30, 2022.

The new monthly employee contribution rates will be as follows for 12 month employees:

Plan Type	Kaiser High		Kaiser Low		UHC PPO		UHC HMO		Sutter HMO	
	New Contribution 2022	Increase from 2021	New Contribution 2022	Increase from 2021	New Contribution 2022	Increase from 2021	New Contribution 2022	Increase from 2021	New Contribution 2022	Increase from 2021
1 party	107.93	-	-	-	314.78	71.18	243.60	-	243.60	-
2 party	308.62	-	-	-	722.03	145.27	576.76	-	576.76	-
Family	475.18	-	43.66	-	840.33	188.01	760.57	108.25	689.37	37.05

FOR THE JEFFERSON UNION
HIGH SCHOOL DISTRICT

FOR THE AMERICAN FEDERATION
OF TEACHERS, LOCAL 1481

By: _____

By: _____

Date: _____

Date: _____