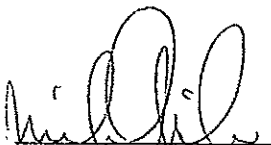
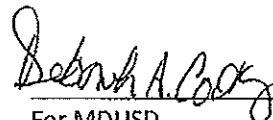


Tentative Agreement Between MDUSD and MDSPA on Benefits Re-Opener for 2015/16  
School Year  
March 24, 2015

Article XIII Benefits

- **Health Cap:** Beginning on July 1, 2015, the District will pay up to 80% of the 2015 Kaiser rate for each applicable tier: \$571.56 Single, \$1,143.12 2-Party, and \$1,486.06 Family (the "Cap Rate") for employees who work at least 6 hours a day and 30 hours a week. Eligibility for the full Cap Rate shall also apply to those employees whose scheduled work hours total at least 30 hours per week even if they are scheduled to work less than 6 hours per day. The employee will pay 100% of any increase in health benefit costs over the Cap Rate.
- **Proration:** Newly hired employees as of September 26, 2011 or current employees who move from non-benefited to a benefited position by that date and who work between 4 – 5.9 hours per day and 20 – 29.5 per week qualify for prorated District-paid health benefits using a divisor of 6 hours.
- Employees who work less than 4 hours per day and 20 hours per week continue to be ineligible for District-paid benefits.

  
For MDSPA                      Date  
Michael Giambona, MDSPA President

  
For MDUSD                      Date  
Deborah A. Cooksey, MDUSD  
Associate General Counsel