

**MEMORANDUM OF UNDERSTANDING**  
**By and Between**  
**SAN BERNARDINO COMMUNITY COLLEGE DISTRICT**  
**And**  
**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION and its**  
**SAN BERNARDINO COMMUNITY COLLEGE DISTRICT CHAPTER #291**

**May 12, 2026**

**Terms and Conditions:** This Memorandum of Understanding is entered into by and between the San Bernardino Community College District (hereinafter, "District") and the California School Employees Association, and its Chapter #291, (hereinafter "Association"), collectively referred to as "the Parties".

For the year 2026-2027, the health and welfare benefits for eligible unit members shall be as follows:

- a. **Medical Plans Offered to Include a Choice of Seven (7) Medical Plans:**
  - Anthem Blue Cross Full Network Classic HMO (No Additional Cost Option)
  - Anthem Blue PPO Gold (No Additional Cost Option)
  - Anthem Blue Cross Full Network CA Care HMO (\*+116.40)
  - Anthem Blue PPO Low (\*+\$366.00)
  - Anthem Blue PPO (\*+\$655.20)
  - Kaiser Low HMO \$30 Co-Pay (\*+\$201.60)
  - Kaiser High HMO \$15 Co-Pay (\*+\$236.40)
- b. **Dental Plans Offered to Include a Choice of Two (2) Dental Plans:**
  - DeltaCare USA HMO (No Additional Cost Option)
  - Delta Dental PPO (\*+\$64.99)
- c. **Vision Plan Offered:**
  - EyeMed (No Additional Cost)
- d. **Chiropractic:**
  - Anthem Blue Cross (Cost Dependent on Chosen Plan)
  - Kaiser (Cost Dependent on Chosen Plan)
- e. **Basic Life, Voluntary Life & Accidental Death, and Dismemberment (AD&D):**
  - Prudential Basic Life and Basic AD&D (No Additional Cost Option)
  - Prudential Voluntary Life and Voluntary AD&D (\*Additional Cost Option)
- f. **Employee Assistance Program (EAP):**
  - Anthem Blue Cross through SISC (No Additional Cost)

\*All unit members' contributions are deducted on a 10thly basis.

In the event of any unforeseen changes to Article 10: Health & Welfare Benefits or Appendix E (Health and Welfare Benefits Plan) of the CSEA Collective Bargaining Agreement, the Association and/or the District reserve the right to reopen this Memorandum of Understanding. This Memorandum of Understanding is effective October 1, 2026 – September 30, 2027 (Benefit Plan Year).

This agreement is subject to all approvals required by the CSEA 610 policy and the District.

For the District

For CSEA

\_\_\_\_\_  
Kristina Hannon, SBCCD  
Vice-Chancellor, Human Resources,  
Payroll, Police Services and Health and  
Safety Administration

\_\_\_\_\_  
Ernest Guillen, President CSEA #291

\_\_\_\_\_  
Cameron Kroetz, CSEA LRR

---

Diana Vaichis, Team Member

---

Ginger Sutphin, Team Member

---

Juan Zavala, Team Member

---

Aida Gil, Team Member