

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

July 5, 2023

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".

Health and welfare benefits for eligible unit members are outlined in Appendix H (Health and Welfare Benefit plans) of the 2023-2026 Collective Bargaining Agreement shall be as follows (unit member rates effective October 1, 2023 – September 30, 2024).

For the year 2023-2024, the benefits for benefit-eligible unit members shall be as follows:

*All employee contributions are deducted on a 10thly basis.

a. Medical Plans Offered to Include a Choice of Six (6) Medical Plans:

- Anthem Blue Cross Select Network HMO Premier (No Additional Cost Option)
- Anthem Blue Cross Full Network HMO Premier (*+93.60) (No Additional Cost Option)
- Anthem Blue PPO Low (*+296.40) (~~*+10.00~~)
- Anthem Blue PPO (*+\$520.80) (~~*+240.80~~)
- Kaiser Low HMO \$30 Co-Pay (*+190.80) (~~*+135.00~~) (*+100.00)
- Kaiser High HMO \$10 Co-Pay (*+261.60) (~~No Additional Cost Option~~)

b. Dental Plans Offered to Include a Choice of Two (2) Dental Plans:

- DeltaCare USA (No Additional Cost Option)
- Delta Dental PPO (*+\$61.63)

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)

In the event that there are any unforeseen changes to Article 10 or Appendix H (Health and Welfare Benefits Plan) of the Collective Bargaining Agreement, the Association and the District reserve the right to reopen this MOU. This MOU is effective October 1, 2023 – September 30, 2024 (Benefit Plan Year) and is subject to CSEA 610 and the District approval and ratification processes.

CSEA Counter Proposal #2 7.5.2023

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

For the District

Kristina Hannon, SBCCD
Vice-Chancellor, Human Resources &
Police Services

For CSEA

Cassandra Thomas, President CSEA #291

Kevin Limoges, Team Member

Ernest Guillen, Team Member

Yendis Battle, Team Member

David Stevenson, Team Member

Noah Snyder, CSEA LRR