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

June 17, 2025

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 2025-2026, 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 (*+106.80)
   - Anthem Blue PPO Low (*+$336.00)
   - Anthem Blue PPO (*+$600.00)
   - Kaiser Low HMO $30 Co-Pay (*+$232.80)
   - Kaiser High HMO $15 Co-Pay (*+$265.20)

b. **Dental Plans Offered to Include a Choice of Two (2) Dental Plans:**
   - DeltaCare USA HMO (No Additional Cost Option)
   - Delta Dental PPO (*+$61.99)

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 and 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 MOU. This MOU is effective October 1, 2025 – September 30, 2026 (Benefit Plan Year).

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, Payroll, Police Services and Health and Safety Administration

For CSEA

Ernest Guillen, President CSEA #291

Cameron Kroetz, CSEA LRR

Diana Vaichis, Team Member

Kevin Limoges, Team Member

Yendis Battle, Team Member

Cedrick Wrenn, Team Member