

District Initial Proposal 4/16/2024  
CSEA Counter Proposal #1 4/16/24  
District Counter Proposal #1 6/11/2024  
CSEA Counter Proposal #2 6/18/2024  
District Best and Final 7/16/2024

**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 16, 2024**

**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 2024-2025, the health and welfare benefits for eligible unit members shall be as follows:

- a. **Medical Plans Offered to Include a Choice of Six (6) Medical Plans:**
  - Anthem Blue Cross Full Network Classic (No Additional Cost Option)
  - Anthem Blue Cross Full Network CA Care (\*+99.60) ~~(No additional Cost Option)~~  
(Proposed District cover cost for just CSEA of Anthem Blue Cross Full Network CA Care)
  - Anthem Blue PPO Low (\*+314.40)
  - Anthem Blue PPO (\*+\$559.20)
  - Kaiser Low HMO \$30 Co-Pay (\*+210.00)
  - Kaiser High HMO \$10 Co-Pay (\*+285.60)
- b. **Dental Plans Offered to Include a Choice of Two (2) Dental Plans:**
  - DeltaCare USA (No Additional Cost Option)
  - Delta Dental PPO (\*+\$60.73)
- 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 H (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, 2024 – September 30, 2025 (Benefit Plan Year).

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

For the District

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

For CSEA

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Ernest Guillen, President CSEA #291

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NaviJana Duren, CSEA LRR

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Diana Vaichis, Team Member

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Kevin Limoges, Team Member

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Yendis Battle, Team Member

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Cedrick Wrenn, Team Member