

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 8, 2021

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 outlined in Appendix J (Health and Welfare Benefit plans) of the 2020-2023 Collective Bargaining Agreement shall be as follows (unit member rates effective October 1, 2021 – September 30, 2022).

For the year 2021-2022, the benefit cap for benefit eligible unit members shall be as follows:

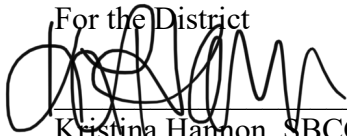
*All employee contributions are deducted on a 10thly basis.

- 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 (*+\$78)
 - Anthem Blue PPO (*+\$450.00)
 - Anthem Blue PPO Low (*+\$216.00)
 - Kaiser Low HMO \$30 Co-Pay (*+\$47.50)
 - Kaiser High HMO \$10 Co-Pay (*+\$154.80)
- Dental plans offered to include a choice of two (2) plans:
 - DeltaCare USA (No additional cost option)
 - Delta Dental PPO (*+\$62.39)
- Vision plan offered
 - EyeMed (No Additional cost)
- Chiropractic:
 - Anthem Blue Cross (Cost dependent on chosen plan)
 - Kaiser (Cost dependent on chosen plan)
- 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)
- Employee Assistance Program (EAP):
 - Anthem Blue Cross through SISC (No additional cost)

In the event that there are any unforeseen changes to Article 10 and/or Appendix J (Health and Welfare Benefits Plan) of the Collective Bargaining Agreement, CSEA and the District reserve the right to reopen this MOU. This MOU is effective October 1, 2021 – September 30, 2022 (Benefit Plan Year) and is subject to CSEA 610 and the District approval and ratification processes.

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

For the District

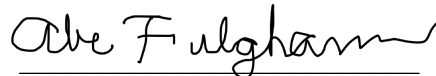


Kristina Hammon, SBCCD
Vice Chancellor, Human Resources &
Police Services

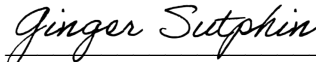
For CSEA



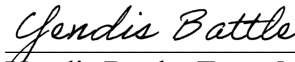
Cassandra Thomas, President CSEA #291



Abe Fulgham III, Team Member



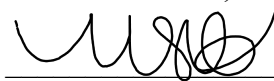
Ginger Sutphin, Team Member



Yendis Battle, Team Member



David Stevenson, Team Member



Myesha Kennedy, CSEA LRR