

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

March 31, 2020

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".

The benefits for benefit eligible unit members in Appendix J (Health and Welfare Benefit plans) of the 2020-2023 collective bargaining agreement shall be as follows (employee rates effective until 6/30/2021):

New Anthem Blue Cross plans will replace existing Blue Shield plans
Current Kaiser plans will move from direct basis to inclusion within SISC pool

- Medical plans offered to include a choice of five (5) medical plans:
 - Anthem Blue Cross Select Network HMO Premier (No additional cost option)
 - Anthem Blue Cross California Care Network HMO Premier + \$64.00
 - Anthem Blue PPO + \$482.40
 - Kaiser Low HMO \$30 Co-Pay (No additional cost option)
 - Kaiser High HMO \$10 Co-Pay +\$196.80
- 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)

The District shall fund the lowest cost plans on Anthem and Kaiser during the 2020-2021 fiscal year only to ease the transition to the new medical plans. In the event that there are any unforeseen changes to Article 10 and/or Appendix J (Health and Welfare Benefits plans) of the Collective Bargaining Agreement, CSEA and the District reserve the right to reopen this MOU.

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



Kevin Falkki, President CSEA #291



Abe Fulgham III, Team Member



Ginger Sutphin, Team Member



Stacy Garcia, Team Member



David Stevenson, Team Member



Myesha Kennedy, CSEA LRR

Appendix J (Health and Welfare Benefits)

Medical

- ❖ Employee Contribution (10 premium deductions):
 - Anthem Select HMO
 - Anthem California Care HMO
 - Anthem PPO
 - Kaiser \$10
 - Kaiser \$30

Dental

- ❖ Employee Contribution (10 premium deductions):
 - HMO
 - PPO

Vision

- ❖ Employee Contribution (10 premium deductions):
 - EyeMed

Life

- No plan design changes to life insurance plans.
- Continue to fully fund a basic term life insurance policy of \$50,000
- Continue to fully fund a basic AD&D policy of \$50,000
- Continue to offer voluntary life and/or AD&D policies fully funded by employees