

MEMORANDUM OF UNDERSTANDING
BETWEEN PERRIS UNION HIGH SCHOOL DISTRICT AND
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION (CSEA) AND ITS CHAPTER, PERRIS VALLEY #469

HEALTH AND WELFARE BENEFITS

September 5, 2024

This Memorandum of Understanding is made and entered into effective September 5, 2024 ("Effective Date"), by and between the PERRIS UNION HIGH SCHOOL DISTRICT ("DISTRICT") and CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, AND ITS PERRIS VALLEY CHAPTER #469 ("ASSOCIATION" or "CSEA") (hereafter collectively referred to as the "PARTIES").

RECITALS

BACKGROUND: The Parties met on March 12, 2024, and agreed at that time that contributions towards the costs of health and welfare benefits was not feasible. The District had taken significant cost saving measures and made significant reductions to personnel and programs. As an alternative to increasing the District contribution to health and welfare benefits, new benefit plan options were added to offer lower cost options to offset increases to the current plans.

The Parties have a mutual interest in mitigating the increased costs of health and welfare benefits for classified unit members. Beginning with the July 1, 2024 plan year, premiums for health and welfare benefits have increased significantly. As a result, CSEA employees have seen higher payroll deductions for the employee portion of their health and welfare benefits.

On September 5, 2024, the PARTIES reached a successful agreement to increase the DISTRICT'S contributions towards health and welfare benefits and meet the mutual interests of the PARTIES to help mitigate increasing costs of health care benefits for classified employees.

Utilizing an interest-based approach to negotiations, the PARTIES reviewed options in an effort to continue to provide high quality, cost effective health and welfare benefits to classified employees.

AGREEMENT

Now therefore, the Parties agree as follows:

1. Medical premiums shall be offered on a two-tiered rate structure: Single or Family coverage. Family coverage is defined as an employee and all eligible dependents and/or the employee's spouse. Dental and vision shall be offered on a composite rate structure. Effective July 1, 2024, the District contribution towards premiums for health and welfare benefits for full-time unit members shall be increased by \$440 per year for Single coverage and by \$1,430 per year for Family coverage. The new District contribution shall be \$8,560 for Single coverage and \$17,850 for Family coverage. This amount shall be prorated for benefit eligible employees working less than 8 hours per day.
2. At the time of this agreement, payroll deductions for health and welfare plans in effect July 1, 2024 have already been deducted based upon the previous health plan contribution amounts.

3. By the November 30, 2024 pay warrant, refunds for health and welfare deductions in excess of the new rates will be credited to CSEA members as applicable. At this time, rates for health and welfare benefits will be updated to reflect the new District contribution rates described above.
4. Negotiations regarding Health and Welfare for active CSEA members shall be closed through June 30, 2025.

This Agreement constitutes the entire agreement and understanding of the PARTIES. There are no oral understandings, terms, or conditions, and neither party has relied upon any representation, express or implied, not contained herein. All prior understandings, terms, or conditions, written, oral, expressed, or implied, are superseded by this Agreement.

This Agreement cannot be changed or supplemented orally and may be modified or superseded only by a written instrument executed by both Parties.

The language of all parts of this Agreement shall, in all cases, be construed as a whole, according to its fair meaning, and not strictly for or against either party.

Violations of this Memorandum of Understanding are subject to Article 22 - Grievance Procedure of the collective bargaining agreement between the PARTIES.


It is agreed and understood this agreement is subject to all approvals required under the CSEA Policy 610, as well as the Perris Union High School District Governing Board approvals.

Dated this 5th day of September 2024

Association:



Heliezer Espinoza
CSEA Lead Negotiator

 9/5/24

Kevin Reyes
CSEA Labor Relations Representative



Luis Casillas
CSEA Representative, M&O / Custodial




Douglas Eller
CSEA Representative, Community Services

District:



Maribel Escobar
Director, Human Resources



John Hannon
Director, Security



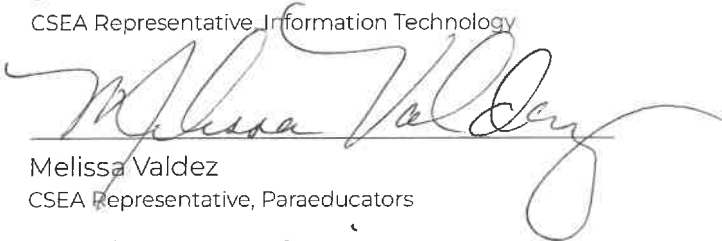
Audrey Mitchell
Director, Nutrition Services



Tara Hefner
CSEA Representative, Nutrition Services



Jeff Plamondon
CSEA Representative, Information Technology



Melissa Valdez
CSEA Representative, Paraeducators



Helen Stimach
CSEA Representative, Clerical