

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

**HEALTH AND WELFARE BENEFITS**

April 1, 2025

This Memorandum of Understanding is made and entered into effective April 1, 2025 ("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 have a mutual interest in mitigating the increased costs of health and welfare benefits for classified unit members. Beginning with the July 1, 2025, plan year, premiums for health and welfare benefits will increase. As a result, CSEA employees will see higher payroll deductions for the employee portion of their health and welfare benefits.

On April 1, 2025, 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, 2025, the District contribution towards premiums for health and welfare benefits for full-time unit members shall be increased by \$355 per year for Single coverage and by \$1,025 per year for Family coverage. The new District contribution shall be \$8,915 for Single coverage and \$18,875 for Family coverage. This amount shall be prorated for benefit eligible employees working less than 8 hours per day
2. Negotiations regarding Health and Welfare for active CSEA members shall be closed through June 30, 2026.

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, expressed 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 1st day of April 2025

**Association:**

*Aimee Eberwein*

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Aimee Eberwein  
CSEA Representative, Paraeducators

*Douglas Eller*

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Douglas Eller  
CSEA Representative, Community Services

*Heliezer Espinoza*

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Heliezer Espinoza  
CSEA Representative, Clerical

*Marvin Frias*

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Marvin Frias  
CSEA Representative, M&O / Custodial

*Tara Hefner*

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Tara Hefner  
CSEA Representative, Nutrition Services

*Kevin Reyes*

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Kevin Reyes  
CSEA Labor Relations Representative

*Jeff Plamondon*

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Jeff Plamondon  
CSEA Representative, Information Technology

**District:**

*Alfredo Andrade*

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Alfredo Andrade  
Chief Human Resources Officer

*Adam C Estrada*

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Adam Estrada  
Director, Risk Management & Environmental Safety

*Hector Gonzalez*

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Hector Gonzalez  
Director, Facilities Services

*John C Hannon*

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John Hannon  
Director, Security



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Cynthia Navarro  
CSEA President