

PERRIS UNION HIGH SCHOOL DISTRICT
and
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS
PERRIS VALLEY CHAPTER #469
HEALTH AND WELFARE BENEFITS 2017-18

This Memorandum of Understanding (hereinafter, "MOU") is entered by and between the Perris Union High School District (hereinafter, "District") and the California School Employees Association and its chapter, Perris Valley #469 (hereinafter, "Association") concerning health and Welfare Benefits for the 2017-2018 plan year:

1. In accordance with Article 11 of the Collective Bargaining Agreement, the following health and welfare plans have been offered to District classified employees for open enrollment through the Riverside County Employer/Employee Partnership (REEP), commencing on May 8, 2017:

- | | |
|------------------------------|---|
| A. Anthem Blue Cross HMO 20 | I. Kaiser HMO Lo |
| B. Anthem Blue Cross HMO 30 | J. Kaiser Minimum Value Plan |
| C. Anthem Blue Cross HMO 40 | K. DeltaCare HMO Dental |
| D. Anthem Minimum Value Plan | L. Delta Dental PPO |
| E. United HealthCare HMO 20 | M. Delta Dental Incentive PPO |
| F. United HealthCare HMO 30 | N. Anthem PPO Dental |
| G. United HealthCare HMO 40 | O. Medical Eye Services (MES) Vision |
| H. Kaiser HMO Hi | P. Vision Service Provider (VSP) Vision |

2. Attached to this agreement are the 2017-2018 Rate Matrices for the plans described above, with the exception of the minimum value plans and Delta Dental Care HMO. The monthly rate for the Delta Dental Care HMO is \$53.15.

3. On or about March 31, 2017, the District and the Association agreed on the District's maximum contribution toward health and welfare benefits commencing with the 2016-2017 plan year. That language is included below:

11.1 General. Unit members shall be eligible for medical, dental and vision plans as offered through the District. The premiums shall be a super-composite rate for all unit members. The District contribution towards premiums for health and welfare benefits for full-time unit members will be \$11,385 effective July 1, 2016. This increase will apply to all unit members who were in a paid status as of February 1, 2017.

11.1.1 It is recognized that there may be additional health insurance costs to be paid by unit members, depending upon the type of insurance that is selected during the open enrollment period. Any additional premium costs above the cap shall be paid by the unit member through automatic payroll deductions.

This MOU and its ratification shall have no impact on the maximum District contribution toward health

and welfare benefits.

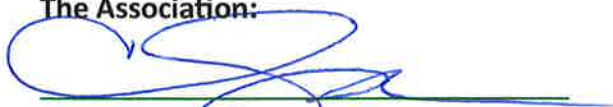
3. Commencing with the 2018-2019 plan year, CSEA shall notify the District no later than September 1 of the year prior to the commencement of the plan year of its intent to negotiate plan design changes. For example, for the 2018-2019 plan year, CSEA must notify the District of its intent to negotiate plan design changes no later than September 1, 2017. This provision shall be incorporated into Article 11.1.

CONCLUSION AND AGREEMENT

It is agreed and understood this agreement is subject to all approvals required under the CSEA Policy 610 and may be subject to ratification by the members of Perris Valley Chapter 469, as well as the Perris Union High School District Governing Board approvals.

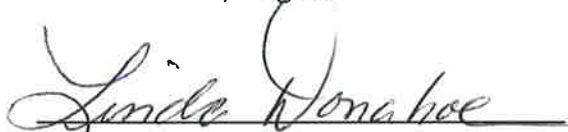
Dated this 2nd day of May, 2017

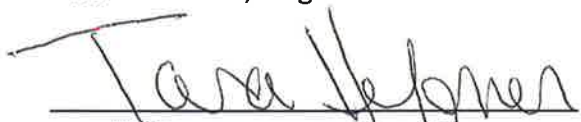
The Association:


Cinda Sarian, Chapter President

Alvin Hill, Negotiations Team Member


Helen Stimach, Negotiations Team Member



Linda Donahoe, Negotiations Team Member


Tara Hefner, Negotiations Team Member


Lisa Towery, Labor Relations Representative

The District:


Candace Reines, Assistant Superintendent
Business Services


Leslie Ventuleth, Interim Chief Human
Resources Officer


Nick Hilton, Director of Human Resources