

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

HEALTH & WELFARE BENEFITS

April 6, 2022

This Memorandum of Understanding is made and entered into effective April 6, 2022 ("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

On April 22, 2021, the PARTIES reached a successful three-year agreement, covering the 2021-2022, 2022-2023, and 2023-2024 school years. The agreement included an annual increase to the DISTRICT'S contributions towards health & welfare benefits and met the mutual interests of the PARTIES and helped mitigate increasing costs of health care benefits for classified employees.

The agreement exceeded the term of the existing collective bargaining agreement. Therefore, the PARTIES agreed to a one-year agreement for the 2021-2022 school year, with the understanding the PARTIES would return in 2022 to revisit the 2022-2023 and 2023-2024 school years.

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

AGREEMENT

Now therefore, the Parties agree as follows:

1. In accordance with Article 11 of the Collective Bargaining Agreement the following two-tiered health and welfare plans shall be offered to classified employees for open enrollment through the Riverside County Employer/Employee Partnership (REEP):
 - a. Anthem HMO 20
 - b. Anthem HMO 30
 - c. Anthem HMO 30 Select
 - d. Anthem HMO 40
 - e. Anthem Minimum Value Plan (MVP) - 3-tier
 - f. Kaiser HMO 20 (High)
 - g. Kaiser DHMO 500
 - h. Kaiser Minimum Value Plan (MVP) - 3-Tier
 - i. Delta Dental Incentive PPO
 - j. Delta Dental PPO
 - k. Delta Care HMO Dental
 - l. Anthem PPO Dental
 - m. EyeMed Vision (previously Medical Eye Services (MES))
 - n. Vision Service Provider (VSP) Vision

2. Medical premiums shall continue to be offered on a two-tiered rate structure: Single or Family coverage. Family coverage is defined as the 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, 2022, the District contribution towards premiums for health and welfare benefits for full-time unit members shall be increased to \$7,770 for single coverage and \$15,620 for family coverage. Effective July 1, 2023, the District contribution towards premiums for health and welfare benefits for full-time unit members shall be increased to \$8,120 for single coverage and \$16,420 for family coverage. For each year, the amount shall be prorated for benefit eligible employees working less than 8 hours per day.
3. Open Enrollment for Health & Welfare shall be set by the District and occur each year in May for the upcoming plan year.
4. For the 2023-2024 plan year, CSEA shall review health and welfare plans offered by REEP. Should the ASSOCIATION desire to make changes to the plans being offered, the ASSOCIATION shall do so through the plan design process and in accordance with the timelines and deadlines imposed by REEP.
5. Negotiations regarding Health & Welfare for active CSEA members shall be closed through June 30, 2024. After adjusting for plan changes, if renewal rate percentages for the 2023-2024 school year exceed five-percent (5%) for both Kaiser and Anthem, CSEA and the District shall reopen health & welfare negotiations.

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 6th day of April 2022

Association:



Josh Rushing
CSEA President

District:



Kirk Skorpanich
Assistant Superintendent, Human Resources

Lisa Towery

Lisa Towery
CSEA Labor Relations Representative
Justin Brecht

Justin Brecht
CSEA Representative
Tara Hefner

Tara Hefner
CSEA Representative
Petra Nuñez

Petra Nuñez
CSEA Representative
John Phillips

John Phillips
CSEA Representative
Ivy Robinson

Ivy Robinson
CSEA Representative
Helen Stimach

Helen Stimach
CSEA Representative

Alisha Fogerty

Alisha Fogerty
Director, Fiscal Services
Nick Hilton

Nick Hilton
Director, Human Resources
Audrey Mitchell

Audrey Mitchell
Director, Nutrition Services
Erika Tejada

Dr. Erika Tejada
Principal
Joe Williams

Joseph Williams
Executive Director, Information Technology

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