

# MEMORANDUM OF UNDERSTANDING

## California Military Institute and the California School Employee Association and Its Chapter # 778

### HEALTH & WELFARE BENEFIT PLAN OPTIONS

May 7, 2024

This memorandum is agreed between the California Military Institute (Charter) and the California School Employees Association and its Chapter 778 (“CSEA”), collectively, (“the Parties”).

**BACKGROUND:** The Parties have a mutual interest in mitigating the increased costs of health benefits for classified unit members. In addition, the Parties are in the process of negotiating our first collective bargaining agreement. However, we do not want the negotiations process to interfere with open enrollment for unit members.

The Parties agree as follows:

1. General. Unit members shall be eligible for medical, dental and vision plans as offered through the Charter. The premiums shall be a two-tiered rate for all participating unit members. The tiers are single (unit member only) and family (unit member plus one or more additional family members).
2. Eligibility. Unit members who work at least six (6) hours per day and thirty (30) hours per week shall be eligible for health and welfare benefits. A unit member must enroll in health and welfare benefits within thirty (30) days of employment. Plan year renewal dates shall be July 1. Unit members shall be permitted to make changes to insurance selections on (1) during open enrollment or (2) upon change of status.
3. Health Insurance.
  - a. Medical premiums shall be offered on a two-tiered rate structure: Single or Family coverage. Family coverage is defined as employee and all eligible dependents and/or the employee’s spouse. Dental and vision shall be offered on a composite rate structure. The Charter contribution towards premiums for health and welfare benefits for full-time unit members will be identified below. For each year, the amount shall be prorated for employees who work less than eight (8) hours per day and forty (40) hours per week.
  - b. Except for those unit members with duplicate medical coverage, all unit members who work at least eight (8) hours per day and forty (40) hours per week shall be required to take a medical plan. Eligible unit members who work less than eight (8) hours may choose to select a medical plan.
  - c. All unit members who work at least eight (8) hours per day and forty (40) hours per week shall be required to take a dental and vision plan. Eligible unit members who work less than eight (8) hours may choose to select a dental and vision plan.
  - d. Unit members with cash option who work at least eight (8) hours per day and forty (40) hours per week shall be enrolled in the least expensive dental and vision plans available to the Charter at no cost to the unit member. Benefit Eligible unit members with cash option who work less than eight (8) hours per day and forty (40) hours per week shall not receive a Charter contribution towards dental or vision benefits in addition to the cash option. Unit members may

choose to purchase more expensive dental and/or vision benefits from the Charter at the same premium offered to all other unit members. The difference in the plan(s) selected by the unit member and the least expensive plans offered by the Charter will be borne by the unit member.

- e. Unit members ineligible for health insurance benefit contribution by the Charter may purchase medical, dental or vision plans, in accordance with current REEP bylaws, the costs of which shall be paid via automatic payroll deduction.

- 4. Health and Welfare Benefit Plans and Contribution Rates. Health and Welfare benefits plans, options, and Charter contribution rates are included below.

Effective July 1, 2024, the Charter contribution towards premiums for health and welfare benefits for full-time unit members shall be increased as follows:

Employee Only: \$750

Employee +1: \$1,500

Family: \$2,500

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 Charter contribution shall be paid by the unit member through automatic payroll deductions spread out over an eleven (11) month period.

- a. The total Charter contribution towards premiums for health and welfare benefits for full-time unit members shall be as follows:

- i. **Anthem Plans:**

- 1. Employee Only: \$11,125

- 2. Employee +1/Family: \$20,475

- ii. **Kaiser Plans:**

- 1. Employee Only: \$11,125

- 2. Employee +1/Family: \$18,275

- b. The Charter shall offer the following Health benefit plan options for the 2024-2025 school year:

- i. Anthem HMO 20 - Single and Family
  - ii. Anthem HMO 30 - Single and Family
  - iii. Anthem DHMO 40/500 - Single and Family
  - iv. Anthem PPO HSA - Single and Family
  - v. Anthem PPO - Single and Family
  - vi. Anthem MVP - Single and Family
  - vii. Kaiser HMO 20 - Single and Family
  - viii. Kaiser DHMO 500 - Single and Family
  - ix. Kaiser HSA - Single and Family
  - x. Kaiser MVP - Single and Family

- xi. Delta Dental Incentive PPO
- xii. Delta Dental PPO
- xiii. Delta Care HMO Dental
- xiv. Anthem PPO Dental
- xv. VSP Vision Family
- xvi. EyeMed Vision (formerly MES)

5. Cash Option. Unit members who have alternate medical coverage that meets the requirements of the Affordable Care Act or applicable law may elect not to receive medical benefits and, instead, may elect to receive cash compensation, provided they comply with verification procedures. Unit members who choose the cash option will receive cash compensation in the amount of up to two thousand dollars (\$2,000). The amount shall be prorated for employees who work less than eight (8) hours per day and forty (40) hours per week. For example, employees who work six (6) hours per day and thirty (30) hours per week (.75 FTE) shall receive cash compensation in the amount of one thousand five hundred dollars (\$1,500).
6. Continuation of Coverage. The Charter will comply with applicable state and federal regulations regarding continuation of health insurance coverage (commonly called “COBRA”).
7. Insurance Committee. An insurance committee shall be formed to periodically review pertinent programs for the unit members. The Chapter President or designee shall be invited by the Charter to attend all insurance committee meetings.

It is agreed and understood this agreement is subject to CSEA Policy 610 review and CMI Governing Board approval.

Dated this 7<sup>th</sup> day of May 2024

**Association:**

**District:**



Felix Bobo  
CSEA Representative

Maribel Escobar  
Director, Human Resources



Rosa Galvan  
CSEA President/Lead Negotiator

Nicholas Milosavljevic  
Principal



Myesha Kennedy  
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Candace Reines  
Deputy Superintendent, Business Services

*Ernesto Serrano.*

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Ernesto Serrano  
CSEA Representative



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Kirk Skorpanich  
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