

## **MEMORANDUM OF UNDERSTANDING**

### **Perris Union High School District (PUHSD) and the Perris Secondary Educators Association (PSEA)**

#### **HEALTH BENEFITS DENTAL IMPLANT INSURANCE RIDER**

**March 29, 2019**

This Memorandum of Understanding ("MOU") is made and entered into effective March 29, 2019 ("Effective Date"), by and between the PERRIS UNION HIGH SCHOOL DISTRICT ("the District") and PERRIS SECONDARY EDUCATORS ASSOCIATION ("Association") (hereafter collectively referred to as "the Parties").

#### **RECITALS**

1. On September 25, 2018, the District and the Association entered an agreement regarding unit member health and welfare benefits. The Agreement read in part, "Negotiations for compensation and benefits shall be closed for 2018-2019, 2019-2020, and 2020-2021".
2. Following completion of those negotiations and the Parties' ratification of that agreement, the Association learned that additional dental implant coverage may be available to unit members at an additional cost. As a result, the Association asked to add a dental implant rider to the Dental Dental PPO plan.
3. Although not required to do so because health and welfare benefits have been resolved by the parties through June 30, 2021, the District agreed to open negotiations for the narrow purpose of bargaining regarding whether the dental implant coverage will be made available to unit members and, if so, how the cost of that benefit will be covered by the District and each unit member.

#### **AGREEMENT**

NOW, THEREFORE, in consideration of the foregoing Recitals, the Parties agree as follows:

1. On or before April 1, 2019, the District will notify Regional Employer-Employee Partnership (REEP) of the Association's desire to add the dental implant rider to the Delta Dental PPO plan, thereby increasing the premium by \$34.80 per unit member per year.
2. It is understood that the above rate reflects the 2019-20 rate only and is subject to increases in subsequent plan years.
3. Pursuant to Appendix B of the Collective Bargaining Agreement, the District shall pay eighty percent (80%) of the increased premium cost and unit members will pay the remaining twenty percent (20%) through payroll deductions.
4. Unit members may choose to select the Delta Dental PPO plan with the dental implant rider during open enrollment in May 2019.
5. The Delta Dental PPO plan with the dental implant rider shall be effective July 1, 2019.

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, express, or implied, are superseded by this Agreement.

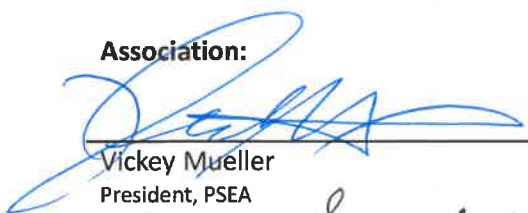
This Agreement cannot be changed or supplemented orally and may be modified or superseded only by written instrument executed by both Parties.


The Parties agree that the terms of this Agreement are not precedent setting and establish no past practice. Nothing in this Agreement shall obligate the Parties to similarly resolve any future issues. In addition, nothing in this Agreement and/or negotiations between the District and the Association concerning the subject matter described herein, shall require the District to reopen negotiations concerning any issue whatsoever, including negotiations concerning changes to employee health and welfare benefits, unless and until the District is required to do so by law or under the terms of the collective bargaining agreement.

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.


Dated this 29th day of March 2019

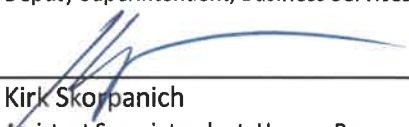
**Association:**

  
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Vickey Mueller  
President, PSEA

  
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Holly Santistevan  
PSEA Representative

**District:**

  
\_\_\_\_\_  
Candace Reines  
Deputy Superintendent, Business Services

  
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Kirk Skorpanich  
Assistant Superintendent, Human Resources