

Memorandum of Understanding
By and Between
KERN COMMUNITY COLLEGE DISTRICT
and the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
and Its Chapters 246, 336, and 617

This memorandum is entered by Kern Community College District (District) and the California School Employees Association and Its Chapters 246, 336 and 617 (together "CSEA") regarding Article Eight, section 2A Health and Welfare benefit and the District's contribution.

Therefore, the parties agree as follows:

2A Effective with the ~~2020-21~~ **2021-2022** plan year that will begin October 1, ~~2020~~**2021**, the District maximum contribution toward the Health and Welfare Benefits Program will be ~~\$1,488.15~~ **1577.44** per month. The Health and Welfare Benefits Program shall include medical, dental and vision insurance plans for the employee and eligible dependents and a life insurance plan for the employee only. The District's maximum contribution rate shall be increased by the higher of the percentage increase to the CPI-W (U.S. Cities average for the prior 12 months July to ~~July~~ **June**) or percentage increase to the funded state COLA. The increases shall be applied based on the SISC plan years. (Added December 10, 2019; **revised September 16, 2021**)

2A1 Employees will be responsible for any excess premium costs above the District maximum contribution toward the Health and Welfare Benefits Program. If premium increases result in unit members being unable to select a program option (medical, dental, vision, and life) within the District's maximum contribution, and upon request by CSEA, the parties agree to negotiate alternative plans. (Added December 10, 2019; **revised September 16, 2021**)

- A group Term Life Insurance plan that provides \$50,000 for the unit member only
- A Vision plan
- A Dental plan
- An Employee Assistance Plan (EAP)
- Four (4) medical plans to include a PPO option, an HMO option

Plan	Plan Type	Deductible Ind/Family	Out of Pocket Max Ind/Family	Office Visit Co-Pay	Rx- Generic	Rx- Brand
100A	PPO	\$0/\$0	\$1,000/\$3,000	\$20	\$5	\$20
90G	PPO	\$500/\$1,000	\$1,000/\$3,000	\$20	\$7	\$25
80G	PPO	\$500/\$1,000	\$2,000/\$4,000	\$30	\$7	\$25
Kaiser	HMO	\$0/\$0	\$1500/\$3,000	\$10	\$10	\$10

By affixing their signatures to this MOU, the Parties acknowledge that the matter set forth herein is agreed. The signatories have represented that they are the authorized representatives of the Parties to this MOU and that all actions necessary for the Parties to ratify and accept this MOU as a binding and bilateral agreement will be completed in a manner required by their respective internal policies and/or as required by law. More specifically, this MOU is subject to ratification pursuant to CSEA Policy 610.

Date: September 16, 2021

District

CSEA

Dena Rhoades

Dena Rhoades, Interim Vice Chancellor
Human Resources KCCD

M J Barrett

Michael Barrett, Chapter President 617

Tina Johnson

Tina Johnson, Chapter President 336

Vern Butler

Vern Butler, Chapter President 246

Sheryl Centro

Sheryl Centro, LRR CSEA