

**MEMORANDUM OF UNDERSTANDING**  
**By and Between**  
**SAN BERNARDINO COMMUNITY COLLEGE DISTRICT**  
**And**  
**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION and its**  
**SAN BERNARDINO COMMUNITY COLLEGE DISTRICT CHAPTER #291**

**August 1, 2023**

**Terms and Conditions:** This Memorandum of Understanding is entered into by and between the San Bernardino Community College District (hereinafter, "District") and the California School Employees Association, and its Chapter #291, (hereinafter "Association"), collectively referred to as "the Parties".

Health and welfare benefits for eligible unit members are outlined in Appendix H (Health and Welfare Benefit plans) of the 2023-2026 Collective Bargaining Agreement shall be as follows (unit member rates effective October 1, 2023 – September 30, 2024).

For the year 2023-2024, the benefits for benefit-eligible unit members shall be as follows:

\*All employee contributions are deducted on a 10thly basis.

**a. Medical Plans Offered to Include a Choice of Six (6) Medical Plans:**

- Anthem Blue Cross Select Network HMO Premier (No Additional Cost Option)
- Anthem Blue Cross Full Network HMO Premier (\*+93.60) ~~(No Additional Cost Option)~~  
~~(\*+86.40)~~(\*+25.00)
- Anthem Blue PPO Low (\*+296.40) ~~(\*+10.00)~~
- Anthem Blue PPO (\*+\$520.80) ~~(\*+240.80)~~
- Kaiser Low HMO \$30 Co-Pay (\*+190.80) ~~(\*+135.00)~~ (\*+101.00)
- Kaiser High HMO \$10 Co-Pay (\*+261.60) ~~(No Additional Cost Option)~~

**b. Dental Plans Offered to Include a Choice of Two (2) Dental Plans:**

- DeltaCare USA (No Additional Cost Option)
- Delta Dental PPO (\*+\$61.63)

**c. Vision Plan Offered:**

- EyeMed (No Additional Cost)

**d. Chiropractic:**

- Anthem Blue Cross (Cost Dependent on Chosen Plan)
- Kaiser (Cost Dependent on Chosen Plan)

**e. Basic Life, Voluntary Life & Accidental Death, and Dismemberment (AD&D):**

- Prudential Basic Life and Basic AD&D (No Additional Cost Option)
- Prudential Voluntary Life and Voluntary AD&D (\*Additional Cost Option)

**f. Employee Assistance Program (EAP):**

- Anthem Blue Cross through SISC (No Additional Cost)

In the event that there are any unforeseen changes to Article 10 or Appendix H (Health and Welfare Benefits Plan) of the Collective Bargaining Agreement, the Association and the District reserve the right to

**CSEA counter proposal #4 8.1.2023**

reopen this MOU. This MOU is effective October 1, 2023 – September 30, 2024 (Benefit Plan Year) and is subject to CSEA 610 and the District approval and ratification processes.

This agreement is subject to all approvals required by the CSEA 610 policy and the District.

For the District

For CSEA

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Kristina Hannon, SBCCD  
Vice-Chancellor, Human Resources &  
Police Services

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Cassandra Thomas, President CSEA #291

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Kevin Limoges, Team Member

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Ernest Guillen, Team Member

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Yendis Battle, Team Member

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David Stevenson, Team Member

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Noah Snyder, CSEA LRR