CERRITOS COMMUNITY COLLEGE DISTRICT


MEMORANDUM OF UNDERSTANDING BETWEEN
THE CERRITOS COMMUNITY COLLEGE DISTRICT AND
THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION (CHAPTER 161)

Health and Welfare Benefits

1. For the calendar year 2013, the District shall contribute up to the CalPERS Choice Family health premium and administrative fee toward District provided medical insurance for eligible bargaining unit members. For any member currently enrolled in CalPERS Care, as of the date of this agreement, the District will retain the 2011 contribution rates for the remainder of the 2013 calendar year. Effective January 1, 2014, the District shall contribute up to the CalPERS Choice Family health premium and administrative fee annually toward District provided medical insurance for eligible bargaining unit members (amount to be determined by CalPERS). The District’s contribution toward District provided medical insurance and administrative fee for eligible bargaining unit members in 2015 shall not be more than $20,505.

2. The unit member shall be responsible for any costs in excess of the District maximum contribution and shall be paid through payroll deduction.

3. The District will continue to offer six CalPERS medical insurance plans: three HMO and three PPO, each with three tiers (employee only, employee plus one, and family), contingent on CalPERS offerings.

4. The District will provide information and educational materials to unit members that describe and compare the benefit plans and differences between the CalPERS Care plan (highest cost plan) and other available plans.

5. The District and CSEA will continue to explore medical, dental, vision, and life insurance options and seek lower cost options for similar insurance coverage and plans based on information provided by the Health Care Task Force Committee’s Report and other sources.

6. Coverage for retirees remains as stated in March 22, 2011, Settlement Proposal, signed by CSEA and the District. (Provisions are unchanged.)

7. Effective January 1, 2013, through December 31, 2015, the District will continue to pay 100% of the full annual premium cost for the employee, employee plus one, or family coverage for dental and vision insurance.
8. In an effort to reduce costs while maintaining coverage, the District will explore tiered rates rather than the current composite rate structure for dental and vision insurance.

9. Effective January 1, 2013, through December 31, 2015, the District will continue to pay 100% of the full annual premium cost for a $50,000 life insurance plan for full-time unit members.

10. The District and CSEA shall make every effort to reach agreement on Article 6.1 (medical plan coverage) before the health benefits open enrollment deadline for 2016 (occurs in fall 2015) in order to allow unit members the opportunity to make an informed decision regarding their health benefit selection. Unless the District and CSEA reach mutual agreement by December 31, 2015, the District’s annual maximum contribution paid toward health benefits shall not exceed $20,505 and shall remain in effect for each medical insurance program and plan in effect for the 2016 year and thereafter.

11. For calendar years 2013, 2014, 2015, the District will provide up to $3,000 annually in lieu of medical insurance for those unit members who are eligible for medical insurance and who provide evidence of major medical insurance coverage through a spouse or State registered domestic partner. Unit members will be paid a pro-rata portion of the $3,000 annual cash-in-lieu amount (currently paid tenthly) for any portion of the year that the employee did not receive District provided medical insurance. Cash-in-lieu recipients must notify the District immediately if they lose their medical insurance. These unit members shall be enrolled in a District provided medical insurance plan of their choice and subject to any restrictions imposed by the medical plan carriers and subject to the District maximum. The cash-in-lieu program shall be at no additional cost to the District and is intended to result in additional health benefit savings.

12. The negotiation teams for both the District and CSEA recommend ratification of this Memorandum of Understanding.

13. This Memorandum of Understanding shall be subject to ratification and deemed effective March 1, 2013.
For the California School Employees Association (Chapter 161):

Ms. Lynn Laughon  
President

Mr. David Ward  
Chief Negotiator

For the Cerritos Community College District:

M. Gularte  1 February 2013  
Dr. Mary Anne Gularte  
Vice President, Human Resources/Assistant Superintendent