

Memorandum of Understanding and Agreement

By and Between

State Center Community College District

And

California School Employees' Association, and its State Center Chapter #379

This non-precedent setting Memorandum of Understanding and Agreement ("MOU") is entered into by and between the State Center Community College District (hereinafter referred to as "District" or "Employer") and the California School Employees' Association and its State Center Chapter #379 (hereinafter referred to as "Exclusive Representative" or "CSEA"). The CSEA enters into this MOU as the Exclusive Representative for the bargaining unit of classified employees excluding peace officers.

The District and CSEA agree as follows effective July 1, 2023:

- The District shall offer the Retiree First program for retirees, who at time of retirement elect a Retiree Medical Insurance option under the Collective Bargaining Unit Agreement. Enrollment requirements of the Retiree First program are that eligible retirees and enrolled dependent(s) must be age 65 and must be enrolled in Medicare Parts A&B.
- The District shall provide written notification to current retirees enrolled on an EdCare Group PPO medical plan of their impending auto-enrollment into the Retiree First program 60 calendar days prior to the effective date of July 1, 2023.
- All written correspondence with current retirees regarding the inception of the Retiree First Program shall be conveyed using District envelopes and letterhead.
- For unit members who retired prior to July 1, 2023, and at time of retirement elected a Retiree Medical Insurance option under the Collective Bargaining Agreement and are enrolled in an EdCare Group PPO medical plan shall be auto-enrolled in the Retiree First program effective July 1, 2023 as long as they meet the enrollment requirements of the Retiree First program. Members shall have the option to opt-out during the special enrollment period and remain on the currently enrolled EdCare Group PPO medical plan. The special enrollment period will be from May 1, 2023 through May 31, 2023.
- Retirees who do not yet meet the enrollment requirements of the Retiree First program, and are enrolled in an EdCare Group PPO medical plan, shall be allowed to remain on the retiree medical insurance plan offered through the EdCare Group. Once the retiree meets the enrollment requirements of the Retiree First program, they shall be auto-enrolled in Retiree First. Members shall have the option to opt-out within 28-days from the eligibility event date and remain on the currently enrolled EdCare Group PPO medical plan. These members shall receive written notification of their option to opt-out of the Retiree First program prior to the eligibility event date.
- Current retirees enrolled on a Kaiser Permanente medical plan shall be allowed to remain on the District's retiree medical insurance plan offered through Kaiser Permanente or may opt into the Retiree First program by contacting the District Human Resources benefits staff during the special enrollment period which runs from May 1, 2023 through May 31, 2023.

- Unit members who retire on/after July 1, 2023, and elect a Retiree Medical Insurance option under the Collective Bargaining Agreement, shall remain on the District’s retiree medical insurance plan offered through the EdCare Group or Kaiser Permanente.
 - Upon meeting the enrollment requirements of the Retiree First program, those members enrolled on an EdCare Group PPO medical plan shall be auto-enrolled into the Retiree First program. Members shall have the option to opt-out within 28-days from the eligibility event date and remain on the EdCare Group PPO medical plan. These members shall receive written notification of their option to opt-out of the Retiree First program prior to the eligibility event date.
 - Upon meeting the enrollment requirements of the Retiree First program, those members enrolled on a Kaiser Permanente medical plan shall be allowed to remain on the District’s retiree medical insurance plan offered through Kaiser Permanente or may opt into the Retiree First program by contacting the District Human Resources benefits staff. Members shall have the option to opt into the Retiree First program within 28-days from the eligibility event date. These members shall receive written notification of their option to opt into the Retiree program prior to the eligibility event date.

The parties agree that the terms of this MOU are non-precedential and will not constitute any waiver of any rights not specifically addressed in this agreement.

By affixing their signatures to this MOU, the parties acknowledge that the matters set forth are agreed. The signatories signify 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 the manner required by each party or by the law.

This Agreement is made this 30 day of March in the year 2023 in the City of Fresno, County of Fresno, State of California.

State Center Community College District



Julianna D. Mosier, Vice Chancellor, HR

California School Employees Association

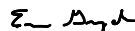


Tyler Johns (Mar 30, 2023 11:17 PDT)

Tyler Johns, CSEA Chief Negotiator



Virginia Beamer, CSEA President, Chapter #379



Ernest Grijalva (Mar 30, 2023 13:49 PDT)

Ernie Grijalva, Labor Relations Representative