

## Memorandum of Understanding and Agreement

By and Between

State Center Community College District

And

State Center Federation of Teachers, Local 1533

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 State Center Federation of Teachers, Local 1533 (hereinafter referred to as “Exclusive Representative” or “Federation”).

This MOU pertains only to the District contribution to medical premium for members of the Full-Time Bargaining Unit. Nothing in this MOU is meant to set precedent for future negotiations. Neither shall this MOU be used as justification for additional changes to the 2022-2025 Collective Bargaining Agreement (CBA) beyond the issue of this increase to the District contribution to medical insurance premium. With that understanding, the Federation and the District agree as follows:

- This Agreement shall amend the terms of the existing full-time faculty CBA only as provided herein, and in no other way modify, change, alter, diminish, or increase the existing terms or conditions of the CBA.
- Article 19, Section 1.B in the Full-Time CBA will be modified as follows:

District-sponsored group medical plan insurance coverage will remain in effect during approved leaves, except as otherwise provided in the respective leave provisions, providing unit members pay, in accordance with insurance carrier requirements, District and unit member premium contributions. Failure to pay required premium will result in termination of coverage.

Effective July 1, 2023, the District’s contribution to the medical insurance premium will be an amount not to exceed a monthly maximum contribution of ~~will be~~ one thousand, ~~onetwo~~-hundred ~~thirty five~~ fifty dollars (\$~~1,135~~1,250.00) per month per eligible unit member. The unit member will pay the difference between the District medical premium contribution and the cost of any premium in excess of the District contribution for any selected medical plan. If the premium is below less than the District’s contribution, the District contribution will be the actual premium amount.

Effective October 1, 2024 and each October 1 thereafter, the District’s contribution to the medical insurance premium shall increase by the same percentage increase in the

premium of the District's Modern Care plan, but not to exceed the funded COLA for that year. If the premium is less than the District contribution, the District contribution will be the actual premium amount.

The parties agree that the terms of this MOU are non-precedential and will not constitute any waiver of any rights not specifically address 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 20 day of December in the year 2023 in the City of Fresno, County of Fresno, State of California.


**State Center Community College District**



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**Julianna D. Mosier, Vice Chancellor, HR**

**State Center Federation of Teachers**

  
Keith Ford (Dec 20, 2023 13:23 PST)

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**Keith Ford, President**



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**Ryen Hirata, Chief Negotiator**