PALO VERDE COMMUNITY COLLEGE DISTRICT
AND
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS
PALO VERDE COLLEGE CHAPTER 180

MEMORANDUM OF UNDERSTANDING

TERMS AND CONDITIONS: The Palo Verde Community College District (hereinafter, "District") and the California School Employees Association and its Chapter 180 (hereinafter, "Association."), collectively ("the parties") agree as follows:

1. The Association and District agree to provide notification through resolution to the Regional Employer/Employee Partnership for Benefits (REEP) of its decision to discontinue membership of CSEA classified employees and CSEA retirees in the REEP joint powers authority medical benefits pool only, effective at the end of the plan year (June 30, 2016).

2. The parties will continue negotiations on selection of medical plans and providers from California's Valued Trust (CVT).

3. The parties agree that the impact of any increases in Total Costs shall be negotiated as part of Total Compensation during continued good faith negotiations on Article 3 – Compensation and Health and Welfare Benefits. Total Costs shall include all costs associated with Medical, Dental, Vision, and Life Insurance benefits for members, costs for members opting out of any of these benefits, costs for retirees, and costs for retirees opting out.

4. Should any other bargaining unit with the District (i.e. CCA/CTA Bargaining Unit) receive a higher rate of total compensation (salary, health and welfare benefits, and statutory benefits) through the end of the 2016-2017 academic year or when the successor agreement is ratified whichever is earlier, the CSEA bargaining unit may request an immediate reopener to negotiate whether comparable adjustments should be given to the CSEA bargaining unit.

It is agreed and understood that this agreement is subject to all approvals required under the CSEA Policy 610 and may be subject to ratification by the members of CSEA Chapter 180, as well as the Palo Verde College Governing Board approvals.

It is further agreed and understood that this agreement shall in no way set precedence for future situations, nor does it imply a waiver of the District's or CSEA's rights to negotiate any and all matters within the scope of representation pursuant to the Educational Employment Relations Act section 3543.2 or any applicable sections of the California Education Code.

Dated this 22nd day of February, 2016

For the ASSOCIATION:

Esther McBrien

For the DISTRICT:

Don Wallace