MEMORANDUM OF UNDERSTANDING (MOU)

BETWEEN

THE PALO VERDE COMMUNITY COLLEGE DISTRICT

AND

THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS CHAPTER 180

This Memorandum of Understanding ("MOU") between the Palo Verde Community College District ("PVCCD") and the California School Employees Association Chapter 180 ("CSEA"; PVCCD and CSEA may be referred to collectively herein as "the Parties") is entered into for the purpose of memorializing the mutual understanding of the Parties regarding PVCCD's contribution to health and welfare benefits beginning in the 2015-2016 plan year.

Article 3 Section 6 of the collective bargaining agreement ("CBA") between the Parties provides that PVCCD shall provide up to a certain annual maximum contribution toward health and welfare benefits for classified employees and their eligible dependents. For the 2014-2015 plan year PVCCD provides a maximum annual contribution of $18,957.88 for individual CSEA member health and welfare benefits. Health and welfare benefits premiums have increased for the 2015-2016 plan year and the Parties seek to address increases in costs for CSEA members addition, the Parties desire to complete negotiations concerning health and welfare benefits in advance of negotiations over total compensation for the 2015-2016 school year.

AS SUCH, THE PARTIES AGREE AS FOLLOWS:

1. Commencing on the first day of the 2015-2016 plan year (July 1, 2015), PVCCD shall provide a maximum annual contribution of $19,979.52 towards purchasing of health and welfare benefits for CSEA members, including eligible dependent coverage. This maximum annual contribution shall remain in effect for every plan year thereafter until otherwise negotiated by the Parties.

2. As soon as is practicable, but no later than July 31, 2015, the District shall provide a one-time contribution to the Health Savings Account (HSA) of $250 for each full-time employee enrolled in a single CDHP/PPO plan, and $500 contribution for each full-time employee enrolled in a family CDHP/PPO plan. Each January 1st, beginning January 1, 2016, the District will contribute once yearly the full deductible for full-time employees towards the Health Savings Account (HSA) for eligible CDHP/PPO participants, which for the 2015-16 fiscal year is as follows:

HSA – Deposits (Single)	$1,500 per year
HSA - Deposits (Family)	$3,000 per year

3. On July 1, 2015, the District shall place into to the Classified Benefit Fund a one-time payment of $38,295.48 in order to restore that amount taken from the Classified Benefit Fund in 2013-14 during the college's fiscal crisis.

4. All other contract language/employer practices concerning health and welfare administration shall remain in effect.

5. It is expressly noted that the increase in the maximum annual contribution for individual health and welfare benefits, and the one-time contribution to the Health Savings Account (HSA) of $250 for each full-time employee enrolled in a single CDHP/PPO plan, and $500 contribution for each full-time employee enrolled in a family CDHP/PPO plan, are derived from expected ongoing funding for the 2015-2016 school year. Accordingly, it is agreed that these increases shall be considered a part of PVCCD's total compensation package for negotiations for the 2015-2016 school year.

6. This MOU shall constitute the completion of negotiations between the Parties over health and welfare benefits for the 2015-16 fiscal year, and the changes reflected in this MOU shall be included in the Parties collective bargaining agreement during the upcoming 2015-16 successor agreement negotiations.

7. This MOU is subject to CSEA Policy 610 procedures, and to ratification by the Palo Verde Community College District Board of Trustees.

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Agreed to this 18th day of June 2015 at Blythe, California.

CSEA and its Chapter 180	**Palo Verde Community College District**
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Rich Soto	Donald G. Wallace, PhD
CSEA Chapter 180 President	Palo Verde College Superintendent/President