

**Memorandum of Understanding and Agreement
By and Between
State Center Community College District
And
State Center Federation of Teachers, Local 1533**

Health Insurance Changes Effective October 1, 2024

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”).

Currently the District offers unit members two PPO medical plans, dental, vision, and EAP through the EdCare JPA plan. The District’s health insurance consultant, Keenan, was able to obtain favorable quotes for those plans with other JPAs or direct with the carriers, and the parties wish to move to those plans effective at the start of the next plan year on October 1, 2024. Therefore, the Federation and the District agree as follows:

- This Agreement shall amend the terms of the existing CBA only as provided herein, and in no other way modify, change, alter, diminish, or increase the existing terms or conditions of the CBA.
- The two PPO medical plans will be offered through the ASCIP JPA; a 90/70 plan and a bronze plan. The PPO plans include the Anthem Blue Cross EAP, as detailed in the March 11th, 2024 Marketing Results report presented by Keenan and Associates.
- All unit members currently enrolled on one of the EdCare PPO plans will be required during open enrollment to enroll in one of the ASCIP PPO plans or they may choose to move to one of the Kaiser HMO plans. If a unit member fails to enroll in one of the medical plans, they will be automatically enrolled in the lowest cost medical plan option for the District.
- Unit members currently enrolled on one of the Kaiser HMO plans may enroll in one of the ASCIP PPO plans during the District’s 2024 open enrollment period.
- The dental plan will continue without alteration with Ameritas through a direct, self-funded arrangement.
- The vision plan will continue without alteration with VSP through a self-funded arrangement through Ameritas.
- The Halcyon EAP will continue without alteration for all employees.
- A new, voluntary universal life insurance plan with a long-term care insurance rider will be offered for those members who want to enroll and pay the premiums.

The HMO plans currently offered to unit members will remain with Kaiser.

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 29 day of April in the year 2024 in the City of Fresno, County of Fresno, State of California.

State Center Community College District



Julianna D. Mosier, Vice Chancellor, HR

State Center Federation of Teachers



Keith Ford (Apr 29, 2024 19:50 PDT)

Keith Ford, President