

2.1.2021

MEMORANDUM OF UNDERSTANDING
BETWEEN
PASO ROBLES JOINT UNIFIED SCHOOL DISTRICT
AND
CSEA, It's Chapter 254

This memorandum is agreed between Paso Robles Joint Unified School District (District) and the California School Employees Association and its Paso Robles Chapter 254 (together "CSEA") related to the district health benefit contribution for the 2020-21 school year.

ARTICLE V - FRINGE BENEFITS


A. Fringe Benefit Programs.

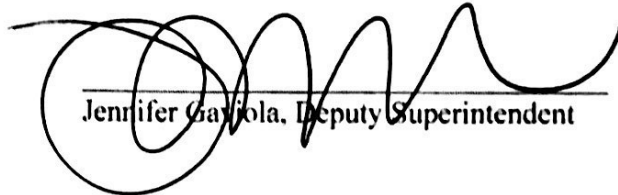
- 1) Commencing in 2013-2014 the classified health benefits cap will be \$10,331.00 per year. The available fringe benefit plan offered through SISC (Self Insured Schools of California) and the associated rate/contribution chart is included as an appendix of this Agreement. District contribution shall be increased by \$600 as of July 1, 2015. The current contribution is \$10,931. The District is proposing an increase to the District contribution to \$11,183 per year for the 2020-21 school year and ongoing. This amount will be applied for the entire fiscal year of 2020-21 and be prorated based upon the employment dates of each individual employee.
- 2) Should a unit member select a plan option which is below the benefit cap for their assignment, the difference between the cost of the selected plan and the classified health benefits cap will be contributed by the District to an IRS section code 125 Plan (125 Plan) for unreimbursed medical expenses. Excluding selected employee options:
 1. Waive of medical plans (WABE: Waiver of Anchor Bronze Enrollment)
- 3) It is the employee's responsibility to meet with the 125 plan administrator annually, to set up the individual's account.
- 4) The District agrees to form a committee with the bargaining unit, certificate, and management to discuss the movement to a Joint Management Trust (JMT) to discuss possible changes in benefit packages.

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Authorization to Execute Agreement. The undersigned parties represent that they have read and understand the terms of this MOU. Copies of signatures shall have the same force and effect as original signatures. Facsimile and electronic signatures shall be deemed original signatures.

Board Approval Required. This MOU is contingent upon approval of the District Governing Board and CSEA 610 policy.


Jeannine Manninger,
President CSEA Chapter 254


Jennifer Gayola, Deputy Superintendent


Samuel Ogren, CSEA Field Representative


Curt Dubost, Superintendent