

## MEMORANDUM OF UNDERSTANDING

Perris Union High School District (District)  
and the  
California School Employee Association (CSEA) and Its Chapter, Perris Valley # 469

### HEALTH & WELFARE BENEFIT PLAN OPTIONS

March 12, 2024

This memorandum is agreed between Perris Union High School District (“District”) and the California School Employees Association and its Perris Valley Chapter 469 (“CSEA”), collectively, (“the Parties”).

**BACKGROUND:** Healthcare insurance costs continue to increase. For the 2024-2025 school year, costs to plans offered to classified unit members increased by as much as 9.59%. At the same time, the District has recently had to take significant cost savings measures and make weighty reductions to personnel and programs. The Parties have a mutual interest in mitigating the increased costs of health benefits to classified unit members. Therefore:

1. The District shall offer the following Health benefit plan options for the 2024-2025 school year:

- Anthem HMO 20 Single
- Anthem HMO 20 Family
- **Anthem HMO 20 Select Single**
- **Anthem HMO 20 Select Family**
- Anthem HMO 30 Single
- Anthem HMO 30 Family
- Anthem HMO 30 Select Single
- Anthem HMO 30 Select Family
- Anthem HMO 40 Single
- Anthem HMO 40 Family
- Anthem MVP Single
- Anthem MVP Employee + 1
- Anthem MVP Family
- Kaiser HMO 20 Single
- Kaiser HMO 20 Family
- **Kaiser HMO 30 Single**
- **Kaiser HMO 30 Family**
- Kaiser DHMO 500 Single
- Kaiser DHMO 500 Family
- **Kaiser DHMO 1000 Single**
- **Kaiser DHMO 1000 Family**
- Kaiser MVP Single
- Kaiser MVP Employee + 1
- Kaiser MVP Family
- Delta Dental Incentive PPO
- Delta Dental PPO
- Delta Care HMO Dental
- Anthem PPO Dental
- VSP Vision Family
- EyeMed Vision (formerly MES)

Plan summaries for all of the plans will be available through the Benefit Bridge webpage during Open Enrollment. The plans above that are **bolded** and underlined are new health benefit plans being added to offer lower cost options to offset increases to the current plans.

2. This agreement does not impact the District’s contribution towards premiums for health and welfare benefits. Either party may reopen Article 11 - Health & Welfare Benefits along with the associated appendices as part of 2024-2025 reopener negotiations.

3. Violations of this Memorandum of Understanding are subject to Article 22 - Grievance Procedure of the Collective Bargaining Agreement (CBA).

It is agreed and understood this agreement is subject to CSEA Policy 610 review and PUHSD Governing Board approval.

Dated this 12<sup>th</sup> day of March 2024

**Association:**



David Bocanegra  
CSEA Representative of M&O/Custodial

**District:**



Maribel Escobar  
Director, Human Resources



Douglas Eller  
CSEA Representative of Community Services



Hector Gonzalez  
Director, Facilities Services



Heliezer Espinoza  
CSEA Lead Negotiator



Audrey Mitchell  
Director, Nutrition Services



03.12.2024

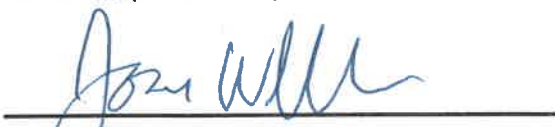
Claudia Jimenez  
CSEA Labor Relations Representative



Kirk Skorpanich  
Assistant Superintendent, Human Resources



Jeff Plamondon  
CSEA Representative of Information Technology



Joseph Williams  
Assistant Superintendent, Innovation & Technology



Helen Stimach  
CSEA Representative of Clerical



Tara Hefner  
CSEA Representative of Nutrition Services