

**Memorandum of Understanding
By and Between the
Covina-Valley Unified School District and
Covina Unified Education Association**

Regarding Health & Welfare Benefits

The Covina-Valley Unified School District ("District") and the Covina Unified Education Association ("CUEA") hereby enter into the following Memorandum of Understanding ("MOU").

The parties agree as follows:

1. Effective the date of signing, replace all existing language in 16.2.4 with the following:

At the time of retirement if the unit member is not enrolled in a District sponsored health and welfare benefits plan, the unit member may elect to enroll in a District sponsored health and welfare benefits plan based on the existence of a qualifying life event, if permitted by the District's insurance provider. The unit member may elect to change from one District sponsored health and welfare benefits plan carrier to another at any open enrollment period.

2. Effective the date of signing, replace all existing language in 16.2.6 with the following:


The District's contribution to the insurance carrier on behalf of the retiree shall begin on October 1 each year and shall cease at the end of the month preceding the retiree's sixty- fifth (65th) birthday or upon the retiree's death, whichever occurs first.

Two levels shall be available for employees who retire from District service:


Level I: The District will contribute up to \$7,000 annually for employees who have completed less than twenty-five (25) years of qualifying District service.

Level II: The District will contribute up to \$8,000 annually for employees who have completed twenty-five (25) years or more of qualifying District service.

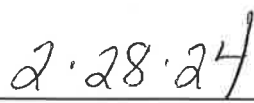
3. The parties acknowledge this Agreement is subject to ratification by the District's Governing Board and the CUEA.




Michele Doll, Ed.D.
Assistant Superintendent, Personnel Services



Adam Hampton
CUEA President



Date



Date