NEGOTIATED AGREEMENT

SANTA CLARITA COMMUNITY COLLEGE DISTRICT AND CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, CHAPTER 725

July 1, 2011 – June 30, 2014

Available on the Intranet to District Employees at:
http://www.canyons.edu:8081/offices/csea/
ARTICLE 21: BENEFITS

A. A District-wide Health and Welfare committee will review all health and welfare benefits and shall report their findings and recommendations to the District and the Association.

The District and CSEA agree that there is mutual interest to maintain quality benefits while containing benefit costs. With participation by stakeholder representatives from the Health and Welfare Benefits Committee, both parties will begin timely joint meetings for the purpose of reviewing the existing benefit program and accepting proposals for best options from medical, dental, and vision insurance providers for the following benefit plan year for the bargaining unit. In this process, the current broker utilized by the District may be invited to compete as well as other interested brokers, trusts, JPAs, providers, etc. as agreed upon by both parties. It is expected that this process will yield an agreement between the parties regarding benefits program and providers for bargaining unit members.

B. Eligibility for Fringe Benefits
1. Unit members working a part-time assignment as of July 1, 2005 will continue to receive benefits as specified in the 2004-2005 agreement.
2. Unit members working less than twenty (20) hours per week are not eligible for benefits.
3. Unit members working part-time at least twenty (20) but less than thirty (30) hours per week shall be eligible for benefits for the employee only.
4. Unit members working thirty (30) hours or more per week shall be eligible for benefits for the employee and their eligible dependents.
5. As specified in Education Code Section 88036, a classified employee who works a minimum of 30 minutes per day in excess of his or her part-time assignment for a period of 20 consecutive working days or more shall have his or her basic assignment changed to reflect the longer hours in order to acquire fringe benefits on a properly prorated basis as specified in Section 88035.

C. Coverages and Premiums
1. The District shall pay the premiums for unit members for Long-Term Disability.
2. On July 1 of each contract year, the District shall recalculate and allocate an entitlement per authorized unit member. The total of all Association member entitlements will constitute the Health and Welfare Benefit Fund. (See Appendix D - Total Compensation Worksheet for the current District allocation).
3. The entitlement per unit member shall be used for premiums for unit members and dependents for the following:
   a. Medical Insurance;
   b. Dental Insurance (maximum per patient per year of $2,000);
   c. Vision Insurance;
   d. Group Life Insurance of $50,000.
4. The District shall pay the premium for an Employee Assistance Program. The program will only be used through unit member self-referral.
5. The District will maintain a Section 125 IRS Code (Fringe Benefit Plan). This plan includes cash-in-lieu of medical benefits, pre-tax premium(s), dependent care, and medical reimbursement accounts.
6. Unit members who are currently enrolled in the cash-in-lieu program will continue to receive this benefit. Cash-in-lieu, for those having proof of other group medical coverage,
APPENDIX D: TOTAL COMPENSATION WORKSHEET

CSEA TOTAL COMPENSATION CALCULATION
FY2011-12

Full-time & Permanent Part-time Salaries – All Funds
(Includes all budgeted FT and PPT positions with step/column increases) $12,916,793
Overtime Compensation/Paid Out Comp Time (2009-2010 actuals) $ 305,606
Longevity Compensation (2009-2010 actuals) $ 87,417
Cashed Out Vacation (2009-2010 actuals) $ 188,079
Number of Permanent Part-time Employees eligible for "Employee Only" benefits as of 6/1/11 census 11
Health & Welfare District Contribution - Actual costs $ 61,360
Number of Full-time and Permanent Part-time employees eligible for full benefits as of 6/11 census 205
Health & Welfare District Contribution (per 2010-2011 contract) $ 12,305 $ 2,522,525
Total Salaries and H&W Contribution (Total Compensation) $16,081,780

Total Compensation Allocation:
On-going funds 0.77% $ 123,830

Additional Compensation - 2011-2012 Budget
Step Increases 1.75% $ 281,774
Reclassifications 0.11% $ 17,068
Educational Incentives 0.19% $ 30,000
Longevity 0.54% $ 87,000
Overtime/Paid Out Comp Time 1.53% $ 245,454
Vacation Cash Out 1.55% $ 250,000
Totals 6.44% $ 1,035,126

Cost Proposals
Increase to Negotiated H&W Contribution (Ongoing funds) $16,081,780 0.00% $ -
Total Cost Proposals 0.00% $ -
Balance Available for Salary Schedule Increase 0.77% $ 123,830
Salary Schedule % Increase 0.96%

Health & Welfare Contribution Calculation

2010-2011 Negotiated FT/PPT* Total H&W Contribution $2,522,525
Increase to Total H&W Contribution: On-Going Funds $ -
2011-2012 Negotiated Total FT/PPT* H&W Contribution $2,522,525
Divided by Number of FT/PPT* Employees as of 6/1/11 205
2011-12 Negotiated FT/PPT* H&W Contribution "Hard Cap" $ 12,305
*Includes PPT employees eligible for full benefits