

# **AGREEMENT**

**BETWEEN**



**SANTA MONICA  
COMMUNITY COLLEGE  
DISTRICT**

**&**



**CALIFORNIA  
SCHOOL EMPLOYEES  
ASSOCIATION -  
CHAPTER 36**

**July 1, 2021 — June 30, 2024**

this committee. The District reserves the right to make final selection of the life insurance company to provide this life insurance benefit.

12.13 Any unit member eligible to receive benefits enumerated in this article who can provide proof that he or she has health benefits through a non-District health insurance plan may elect to decline coverage by the District. Any full-time employee who declines coverage by the District shall be paid \$2,000 per year; any part-time employee who declines coverage by the District shall be paid a pro-rated amount calculated as set forth in Section 12.5. This money may be used for any purpose and will be taxable to the employee. This money will be paid one-half at the end of each semester in a lump sum payment. Once District health benefits are declined, no change may be made during the benefit year. Any person who declines coverage must renew that declination each year during the open enrollment period and provide proof of continuing health coverage.

12.14 On or about January 1, 2012, the District shall establish a Health Reimbursement Arrangement Plan with the following terms: (a) one-time funding of \$1,000.00 for unit members who have a health care plan other than PERSCare on December 31, 2011; (b) one-time funding of \$2,000.00 for unit members who have PERSCare Single Coverage plan on December 31, 2011; (c) one-time funding of \$3,000.00 for unit members who have PERSCare 2-Party Coverage plan on December 31, 2011; and (d) one-time funding of \$4,000.00 for unit members who have PERSCare Family Coverage plan on December 31, 2011. Part-time employees shall receive pro-rated payment of the applicable benefit equal to the percentage of the part-time employees fulltime equivalency.

12.15 The Classified Employee Welfare fund previously established on or about July 1, 2012, is hereby terminated and all District obligations to make reimbursements from such fund shall cease effective July 1, 2019. The fund shall be liquidated as follows: The fund balance of \$456,710 shall be equally distributed to all unit members with an assignment of at least 20 hours per week as a one-time bonus in accordance with Section 11.1.1.

12.16 The District and CSEA agree that this unit shall receive the benefit of any more favorable Health Benefits Plan which the District grants to, or unilaterally implements upon, any other bargaining unit or unrepresented group (Classified Managers and Academic Administrators) on a group-wide basis on or after the date of this contract. For purposes of this paragraph, a Health Benefits Plan is more favorable if changes in the plan result in the District spending more on a per employee basis than the plan enjoyed by CSEA. The cost of the plan shall include any Health Reimbursement Arrangement.