

**Tentative Agreement—Article 5  
Between CVUHSD and CVSTA  
February 22, 2022**

Having met and negotiated in good faith, the Centinela Valley Union High School District (“District”) and the Centinela Valley Secondary Teachers Association (“CVSTA”) hereby enter into the following tentative agreement, which shall be subject to approval by the District’s governing Board and ratification by CVSTA’s members, in resolution of negotiations for Article 5 Health and Welfare Benefits for the 2022/2023 school year:

**ARTICLE 5: Health and Welfare Benefits**

5.1 Beginning in the 1993-94 insurance year, the District will contribute no less than \$16.00 per month (\$192.00 per year) to eligible unit members and eligible retirees for approved PERS health plan options. Unit members must work three or more hours per day to be eligible to receive this benefit. This amount shall be part of the District’s employee-only medical benefits contribution. In addition, the District shall annually provide a supplemental contribution for eligible unit members and eligible retirees as set forth in section 5.2 below. The supplemental contribution shall be used for additional health benefit coverage.

Beginning in the 2018-2019 school year, the District will contribute to approved PERS health plans and insurance plans for eligible unit members as set forth in section 5.2. The District’s contribution will go toward any combination of District-approved medical insurance plans, dental insurance plans, vision insurance plans, and life insurance plans. The District also will pay for the cost of long-term disability plans and short-term disability plans for all unit members.

5.1.1 If the amount of the District’s basic employee-only medical contribution that is required by state and federal law is increased, the amount of the supplemental reimbursement to be paid by the District under section 5.2 below shall be reduced in a like amount.

5.1.2 Beginning in the 2018-2019 school year, the District will contribute to approved health and insurance plans for eligible retirees as set forth in section 5.2. The District’s contribution will go toward any combination of District-approved medical insurance plans, dental insurance plans, vision insurance plans, exclusive of long-term disability, short-term disability, and life insurance plans.

5.1.3 The District shall pay the full premium cost of a \$100,000 term life insurance policy for each unit member.

5.2 The District’s contribution toward health and insurance plans, as defined in section 5.1 for active employees, and as defined in 5.1.2 for retirees, combined basic medical contribution and supplemental reimbursement annual maximum for additional health benefit coverage shall not exceed the following annual maximums, referred to subsequently as the applicable health benefits cap:

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**Active Full-Time Unit Members**

<b>Annual Maximum</b>	<b>Effective Date</b>
\$4,500.00	July 1, 2006
\$5,000.00	July 1, 2007
\$6,000.00	July 1, 2009
\$6,450.00	January 1, 2012
\$7,050.00	July 1, 2013
\$10,000.00	July 1, 2014
\$11,000.00	April 1, 2015
\$11,500.00	January 1, 2018
\$14,500.00	July 1, 2018
\$15,000.00	July 1, 2019
\$16,500.00	January 1, 2021
\$18,000.00	January 1, 2022
<del>\$1920,000.00</del> <b>\$19,500.00</b>	<b><u>January 1, 2023</u></b>
<del>\$2022,000.00</del> <b>\$21,000.00</b>	<b><u>January 1, 2024</u></b>
<del>\$2024,000.00</del> <b>\$22,500.00</b>	<b><u>January 1, 2025</u></b>

**Retirees**

<b>Annual Maximum</b>	<b>Effective Date</b>
\$3,808.00	Hired prior to July 1, 1993 and retiring before July 1, 2006
\$4,308.00	Hired prior to July 1, 1993 and retiring between July 1, 2006 and June 30, 2007
\$4,808.00	Hired prior to July 1, 1993 and retiring between July 1, 2007 and June 30, 2009
\$5,808.00	Hired prior to July 1, 1993 and retiring between July 1, 2009 and June 30, 2011
\$6,258.00	Hired prior to July 1, 1993 and retiring between July 1, 2011 and June 30, 2013
\$6,858.00	Hired prior to July 1, 1993 and retiring between July 1, 2013 and June 30, 2013

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\$9,808.00	Hired prior to July 1, 1993 and retiring between January 1, 2014 and March 31, 2015
\$10,808.00	Hired prior to July 1, 1993 and retiring between April 1, 2015 and December 31, 2017
\$11,308.00	Hired prior to July 1, 1993 and retiring between January 1, 2018 and June 30, 2018
\$14,308.00	Hired prior to July 1, 1993 and retiring between July 2, 2018 and June 30, 2019
\$14,808.00	Hired prior to July 1, 1993 and retiring between July 1, 2019 and December 31, 2020
\$16,308.00	Hired prior to July 1, 1993 and retiring between January 1, 2021 and December 31, 2021.
\$17,808.00	Hired prior to July 1, 1993 and retiring after December 31, 2021. <b><u>between January 1, 2022 and December 31, 2022 inclusive.</u></b>
<del>\$1819,808.00</del> <b><u>\$19,308.00</u></b>	<b><u>Hired prior to July 1, 1993 and retiring between January 1, 2023 and December 31, 2023 inclusive.</u></b>
<del>\$1921,808.00</del> <b><u>\$20,808.00</u></b>	<b><u>Hired prior to July 1, 1993 and retiring between January 1, 2024 and after December 31, 2024 inclusive.</u></b>
<del>\$1923,808.00</del> <b><u>\$22,308.00</u></b>	<b><u>Hired prior to July 1, 1993 and retiring after December 31, 2024.</u></b>

**The parties agree that Article 5 (Health and Welfare Benefits) will not be subject to annual/automatic reopener before negotiations related to the 2025-2026 contract year. By way of example, if negotiations for the 2025-2026 contract year begin on January 2, 2025, then Article 5 will effectively be reopened on that date.**

Retirees qualifying for Medicare shall receive reimbursement equal to supplemental Medicare coverage

Retirees are specifically excluded from the increase of the supplemental reimbursement annual maximums for additional health benefit coverage gained after their retirement.

To be eligible for the employee-only medical benefit contribution in section 5.1 above and the Supplemental reimbursement in section 5.2 above, the retiree must have been employed full-time by the District for at least ten (10) continuous years and be receiving retiree benefits from the State Teachers Retirement System (STRS).

5.3 Any premium costs in excess of the above District employee-only medical

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benefit contribution and supplemental reimbursement in sections 5.1 and 5.2 above, shall be borne by the unit member through payroll deduction, and paid by the retiree through the STRS payroll system deduction.

- 5.4 It is agreed that all of the provisions of section 5.1 and 5.3 are subject to the approval of the Public Employees Retirement System which will review these provisions to determine if they are in compliance with the law in regard to the PERS health plan.
- 5.5 In the event the legality of the above provisions or similar provisions existing in other school districts are challenged or are found to be invalid by a court of law, CVSTA and the District agree to reopen negotiations on District health benefits.

**5.6 Waiver of Health Benefit**

Effective July 1, 2018, the District will pay a stipend that equals 15% of the current health benefits cap to bargaining unit members who choose to waive their District-provided medical benefits. In order to qualify for this waiver, the bargaining unit member does not have to waive single coverage, as defined in Section 5.7, of dental or vision plans, or long-term disability, short-term disability or life insurance coverage.

- 5.6.1** In order to be eligible to receive the stipend, the employee must, by the end of the open enrollment period, submit a health insurance waiver form and provide evidence of dependent coverage on a medical insurance plan. The District will pay the stipend in two installments. The first installment, which will be 60% of the stipend, will be paid no later than 30 days after the close of the open enrollment period. The second installment, which will be 40% of the stipend, will be paid no later than ~~1530~~ days after the beginning of the school year that begins in the middle of the related plan year to all eligible unit members who are still in active status at the beginning of that school year. **By way of example, for the 2023 plan year, the first installment of the stipend (60%) would be paid in November of 2022, and the second installment (40%) would be paid in August of 2023.**

- 5.6.2** For an employee who qualified for the stipend at the time of open enrollment, who then opts for medical coverage later in the plan year due to a life event, the District will pro-rate the stipend based on the number of months the unit member has contributed to the plan for the plan year. For an employee who did not qualify for the stipend at the time of open enrollment, who then waives medical coverage later in the plan year due to a life event, the District will pro-rate the stipend based on the number of months remaining in the plan year, and will pay the stipend in only one installment no later than 30 days after the effective date

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of the change in coverage.

- 5.6.3** For an employee who is hired during the plan year, and who waives medical coverage, the District will pro-rate the stipend based on the number of months remaining in the plan year, and will pay the stipend in only one installment no later than 30 days after the effective date of the start of coverage.

**5.7 Single Medical Coverage**

Effective January 1, 2019, for an employee who enrolls in a medical plan that provides coverage only to the employee, defined as single coverage, the District will not limit its contributions to dental or vision plans to single coverage, and will contribute to the plans as set forth in Section 5.2, except as limited in Section 5.7.1.

**5.7.1 Single Coverage Health Benefits Stipend**

Effective July 1, 2018, the District will pay a stipend that equals 7.5% of the current health benefits cap to bargaining unit members who have single coverage medical plans. Employees who opt for this stipend are eligible for no more than single coverage for dental and vision plans.

- 5.7.2** The District will notify eligible unit members via e-mail no later than seven (7) days after the close of the open enrollment period that they have qualified to receive the stipend. If unit members do not want to receive the stipend, then they must notify the District of this decision in writing no later than fourteen (14) days after the close of the open enrollment period.

- 5.7.3** The District will pay the Single Coverage Health Benefits Stipend to eligible unit members in two (2) installments. The first installment, which will be 60% of the stipend, will be paid no later than 30 days after the close of the open enrollment period. The second installment, which will be 40% of the stipend, will be paid no later than ~~1530~~ days after the beginning of the school year that begins in the middle of the related plan year to all eligible unit members who are still in active status at the beginning of that school year. **By way of example, for the 2023 plan year, the first installment of the stipend (60%) would be paid in November of 2022, and the second installment (40%) would be paid in August of 2023.**

- 5.7.4** For an employee who qualified for this stipend at the time of open enrollment, who then opts for 1+1 or family medical coverage later in the plan year due to a life event, the District will prorate this stipend based on the number of months remaining in the plan year, and will adjust the employee's contributions accordingly.

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**5.7.5** For an employee who did not qualify for this stipend at the time of open enrollment, who then opts for single coverage later in the plan year due to a life event, the District will pro-rate this stipend based on the number of months remaining in the plan year, and will pay the stipend in only one (1) installment no later than 30 days after the effective date of the change in coverage.

**5.7.6** For an employee who is hired in the middle of the plan year, and who opts for single coverage, the District will pro-rate this stipend based on the number of months remaining in the plan year, and will pay the stipend in only one (1) installment no later than 30 days after the start of coverage.

**5.8 Health Benefits Committee**

A Health Benefits Committee, consisting of members selected by the District, CSEA and CVSTA unit members shall research health benefits providers that offer more competitive rates to all District employees while maintaining at least the same or similar level of benefits and options. Recommendations shall be provided to the committee members' respective bargaining team members.

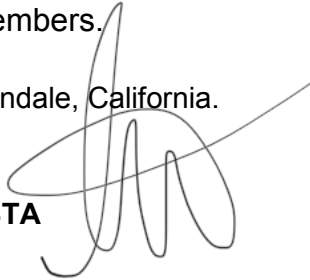
Executed this 22<sup>nd</sup> day of February, 2022, in Lawndale, California.

**CVUHSD**



Dr. Pam Brown  
Assistant Superintendent D,E, & I

**CVSTA**



Dr. Temisha Brame  
President CVSTA