

MEMORANDUM OF UNDERSTANDING
BETWEEN
HARTNELL COMMUNITY COLLEGE DISTRICT
AND
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS CHAPTER 470

This Memorandum of Understanding (“MOU”) is entered into by and between Hartnell Community College District (“HCCD” or “District”) and the California School Employees Association and its Chapter 470 (“CSEA” or “Association”), collectively referred as the “Parties”, concerning the items set forth below.

WHEREAS:

Through the work of the Health and Welfare Benefit Subcommittee (“H&WBSC”, aka “Joint Benefits Committee” or “JBC”), the District and CSEA explored new health plan options in an attempt to determine if an alternative medical and prescription option was available that does the following:

1. Maintains or improves available health coverage for all eligible employees.
2. Continues to offer employees coverage using the Blue Shield network for PPO and Kaiser HMO.
3. Offers health care to employees in a more fiscally sustainable manner.

On July 17, 2025 the H&WBSC recommended that the District move from its health plan administered by the Municipalities, Colleges, Schools Insurance Group (MCSIG) to the Self-Insured Schools of California (SISC).

After careful consideration, and upon agreement by the membership of CSEA, in accordance with the collective bargaining agreement the Parties intend to change the plan administrator from MCSIG to SISC.

THEREFORE:

The Parties agree to prepare, sign and deliver a jointly executed letter to SISC for CSEA’s participation in SISC medical and prescription plans as follows:

- SISC 80K (base plan)
- SISC PPO 80M – with a monthly \$200 health reimbursement account (\$2,400) annually
- SISC HSA 5000 – with a monthly \$350 health savings account (\$4,200) annually
- SISC KAISER – with a monthly \$200 health reimbursement account (\$2,400) annually

Scope

1. The parties agree that the District shall transition its health and welfare benefits program from MCSIG to SISC, effective January 1, 2026, in accordance with the following provisions:
 - a. The parties acknowledge that Article 14 (Health and Welfare Benefits) of the current CBA remains in full force and effect. Nothing in this MOU modifies, waives, or diminishes any provision of Article 14, except as expressly stated herein for the limited purpose of implementing the transition from MCSIG to SISC effective January 1, 2026. This MOU is supplemental to, and shall be read in harmony with Article 14, and is not comprehensive of all topics to be addressed in Article 14 bargaining. The Parties reserve the right to negotiate additional terms regarding health and welfare benefits.

Provider Transition and Severability

1. The Parties agree to transition to SISC effective January 1, 2026, and shall do so together on the same timeline; neither may transition separately from the other. Other bargaining units retain their independent right to determine participation through their own ratification processes.
2. If the Hartnell College Faculty Association ("HCFA"), the faculty union, or the International Union of Operating Engineers Stationary Local 39 ("L-39") do not agree to transition from MCSIG to SISC, the District shall confirm with SISC whether CSEA can transition without the other units. If SISC will allow CSEA to transition to SISC without the other bargaining units, then the transition will move forward. If SISC will not allow CSEA to transition to SISC without the other bargaining units, then the District shall notify CSEA of this result and the parties shall meet to discuss other available health benefits options.
3. If any provision of this section or MOU becomes infeasible due to SISC not allowing the transition, all other provisions shall remain in effect.

Enforcement and Duration

1. Any disputes over eligibility, application of benefits, or compliance with this MOU are subject to the grievance and arbitration provisions of the CBA.
2. This MOU shall remain in effect for up to three years unless and until modified by mutual agreement through the CBA or another negotiated instrument.


Offerings, Presentations, and Timeline

1. The Parties shall jointly conduct in-person and virtual presentations during fall 2025 during work hours to educate all unit members on upcoming plan changes, with the District coordinating with SISC to host open house sessions for questions and individualized support.


Ratification Process


1. This agreement is subject to ratification by CSEA and adoption by the Hartnell College Board of Trustees.
2. This MOU is subject to the grievance and arbitration sections of the collective bargaining agreement as applicable.


For Hartnell:



Kayla Paley (Aug 26, 2025 08:58:29 PDT)

For CSEA:




Shawn Pullum (Aug 25, 2025 16:55:52 PDT)


Jessica Green (Aug 25, 2025 16:54:12 PDT)


Julie St. Onge (Aug 26, 2025 08:21:45 PDT)












MOU - Health & Welfare 08.2025

Final Audit Report

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