

## **MEMORANDUM OF UNDERSTANDING**

**Between Hartnell Community College District**

**And the Hartnell College Faculty Association**

This Memorandum of Understanding ("MOU") is entered into by and between HARTNELL COMMUNITY COLLEGE DISTRICT ("HCCD" or "District") and the HARTNELL COLLEGE FACULTY ASSOCIATION ("HCFA" OR "Union"), collectively referred as the "Parties", concerning the items set for below.

### **WHEREAS:**

Through the work of the Health and Welfare Benefit Sub Committee (H&WBSC), the District and HCFA explored new health plan options in an attempt to determine if an alternative medical and prescription option was available and achieves 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 administered by the Monterey County Salinas Insurance Group (MCSIG) self-funded health plan to Self-Insured Schools of California (SISC).

After careful consideration and agreement by the membership of HCFA, in accordance with Article 14.2 & 3 of the collective bargaining agreement. The Parties agree to a change in plan administrator from MCSIG, to SISC.

### **THEREFORE:**

The parties agree to prepare, sign, and deliver a jointly executed letter to SISC for HCFA's participation in SISC medical and prescription plans as follows:

- SISC 80K (base plan)
- SISC PPO 80M – with a monthly \$200.00 health reimbursement account (\$2,400) annually
- SISC HSA 5000 - with a monthly \$350.00 health savings account (\$4,200) annually
- SISC Kaiser - with a monthly \$200.00 health reimbursement account (\$2,400) annually


In the event that the California School Employees Association and its Chapter 470 ("CSEA"), the classified union, the International Union of Operating Engineers Stationary Local 39 ("L-39") and or the unrepresented groups do not agree to transition from MCSIG to SISC, the District shall confirm with SISC whether HCFA can transition without the other units. If SISC will allow HCFA to transition to SISC without the other bargaining units, then the transition will move forward. If SISC will not allow HCFA to transition to SISC without the other bargaining units, then the District shall notify HCFA of this result and the parties shall meet to discuss other available health benefit options.

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

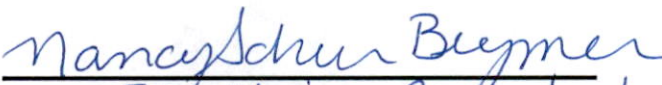
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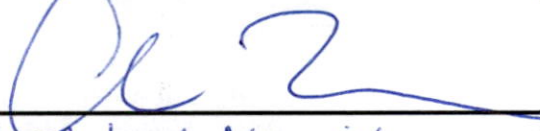
HARTNELL COMMUNITY COLLEGE  
DISTRICT

\_\_\_\_\_  
Kayla Valentine  
Interim Vice President, Human Resources

  
\_\_\_\_\_  
Michael Gutierrez  
Superintendent/President

HARTNELL COLLEGE FACULTY  
ASSOCIATION

  
\_\_\_\_\_  
Nancy Schur Beymer  
HCFA Union President.

  
\_\_\_\_\_  
HCFA Lead Negotiator

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