

Memorandum of Understanding
Between
California School Employees Association and its Chico No. 110 (CSEA)
And the
Chico Unified School District (District)
Medicare Supplement

This memorandum is agreed to between the Chico Unified School District (District) and the California School Employees Association and its Chico Chapter No. 110 (CSEA) and will become effective immediately and expire on Dec. 31, 2024.

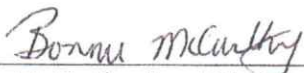
RE: Medicare Supplement Benefit

The District and CSEA recognize that it is financially challenging for classified staff to retire prior to age 65 and access Health benefits offered upon retirement. Therefore, the parties have agreed to offer a Medicare Supplement to any classified employee through Butte Schools Self-Funded Programs (BSSP) under the following conditions:

- The employee must qualify for retirement benefits under the terms of Article 7.3 of the Collective Bargaining Agreement and be receiving full health benefits through BSSP at the time of retirement.
- If the employee is receiving part time benefits at the time prior to retirement and is paying a prorated share for the remaining portion of benefits, the same prorated percentage will be applied to the Medicare Supplemental benefit cost.
- The Medicare benefit provided by the District will be the *CompanionCare Medicare Supplement Plan*. Any retiree must meet all conditions set forth by BSSP and Anthem Blue Cross to access this benefit.
- The Medicare Supplement Benefit cap will be \$50,000 per year. If the number of retirees exceeds this cap, the parties agree to return to negotiations.
- The Medicare Supplement Benefit will only apply to staff that retire on or after July 1, 2022.
- The District will offer the Medicare Supplement Benefit for the duration of this MOU as long as BSSP/SISC offers the *CompanionCare Medicare Supplement Plan*. In the event that this plan is canceled, the parties agree to return to the table for negotiations. In the event that no comparable plan is offered both parties must agree on an alternative for this MOU to remain in effect.
- If an employee retires at 55 or 56 the employee will not be included in this benefit. Employee benefits will not exceed more than 10 years.
- All benefits will end on December 31, 2024, unless this MOU is extended or permanent language is agreed to in the Collective Bargaining Agreement.

Should any provision of this Agreement be declared or be determined by any court or competent jurisdiction to be illegal, invalid or unenforceable, the MOU will be deemed invalid and both parties agree to renegotiate the contents of the MOU.

This MOU will go into effect immediately and expire on December 31, 2024.



Bonnie McCarthy- Lead Negotiator, CSEA

6/12/24

Date



Kennedy Lien, CSEA Labor Representative

6/12/24

Date



John Shepherd – Assistant Superintendent, CUSD

6/12/24

Date