

## **Memorandum of Understanding**

### **California Military Institute (CMI) and the California Military Institute Teachers Association (CMITA)**

#### **Health & Welfare Benefits**

**April 16, 2018**

This Memorandum of Understanding is made and entered into effective April 16, 2018 ("Effective Date"), by and between the CALIFORNIA MILITARY INSTITUTE ("Charter") and CALIFORNIA MILITARY INSTITUTE TEACHERS ASSOCIATION ("Association") (hereafter collectively referred to as "the Parties").

#### **AGREEMENT**

The Parties agree to language changes in APPENDIX B - BENEFITS effective July 1, 2018, as follows:

1. Effective July 1, 2018, medical premiums shall be offered on a two-tiered rate structure: Single or Family coverage. The Charter contribution towards these premiums shall be on a three-tiered rate structure: Single, Two-party or Family coverage. Minimum Value Plans shall continue to be offered on a three-tiered premium rate structure. Dental and vision shall continue to be offered on a composite premium rate structure.
2. Effective July 1, 2018, the Charter contribution towards premiums for health and welfare benefits for full-time unit members selecting Anthem Blue Cross medical plans will be \$9,200 for single coverage, \$16,100 for two-party coverage and \$14,800 for family coverage. Effective July 1, 2019, the Charter contribution towards premiums for health and welfare benefits for full-time unit members selecting Anthem Blue Cross medical plans will be increased to \$9,400 for single coverage, \$16,600 for two-party coverage and \$15,500 for family coverage. Effective July 1, 2020, the Charter contribution towards premiums for health and welfare benefits for full-time unit members selecting Anthem Blue Cross medical plans will be increased to \$9,600 for single coverage, \$17,150 for two-party coverage and \$16,150 for family coverage.
3. Effective July 1, 2018, the Charter contribution towards premiums for health and welfare benefits for full-time unit members selecting Kaiser medical plans will be \$9,200 for single coverage, \$14,000 for two-party coverage and \$13,000 for family coverage. Effective July 1, 2019, the Charter contribution towards premiums for health and welfare

benefits for full-time unit members selecting Kaiser medical plans will be increased to \$9,400 for single coverage, \$14,500 for two-party coverage and \$13,500 for family coverage. Effective July 1, 2020, the Charter contribution towards premiums for health and welfare benefits for full-time unit members selecting Kaiser medical plans will be increased to \$9,600 for single coverage, \$14,950 for two-party coverage and \$13,950 for family coverage.

4. For each year, the amount shall be prorated for employees who work less than full time.

This Agreement constitutes the entire agreement and understanding of the Parties. There are no oral understandings, terms, or conditions, and neither party has relied upon any representation, express or implied, not contained herein. All prior understandings, terms, or conditions, written, oral, expressed, or implied, are superseded by this Agreement.

This Agreement cannot be changed or supplemented orally and may be modified or superseded only by written instrument executed by both Parties.

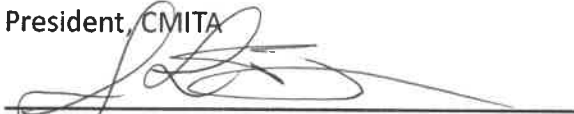
The language of all parts of this Agreement shall, in all cases, be construed as a whole, according to its fair meaning, and not strictly for or against either party.

Dated this 9th day of April 2018

**Association:**



Mitchell Osborn  
President, CMITA



Angel Love-Behrens  
Representative, CMITA



Jane Scibilia  
Representative, CMITA

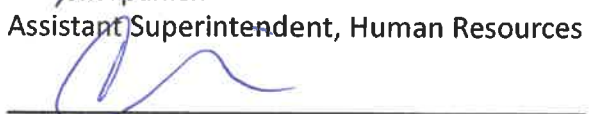


Lorraine Turner  
Representative, CMITA

**District:**



Kirk Skorpanich  
Assistant Superintendent, Human Resources



Candace Reines  
Deputy Superintendent, Business Services



Nick Hilton  
Director, Human Resources