

1 **COUNTER PROPOSAL FROM**
2 **CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION,**
3 **AND ITS PASADENA CHAPTER 777**
4 **TO**
5 **PASADENA AREA COMMUNITY COLLEGE DISTRICT**

6
7 **October 14th , 2026**
8

9 This proposal is presented by the Pasadena Area Community College District ("District")
10 to the California School Employees Association, Chapter 777 ("CSEA" or "Union"),
11 pursuant to the Educational Employment Relations Act and the Collective Bargaining
12 Agreement between the parties.

13
14 All other provisions of the Collective Bargaining Agreement shall remain unchanged
15 except as set forth below:

16
17 **Article 24**

18 **District-Sponsored Insurance Plans and Benefits**
19

20 24.1 Agreement Terms

21 During the term of this Agreement, the District will pay the cost of a
22 comprehensive program including health, dental, vision, and life insurance for
23 employees (on a 75% or more assignment) and their dependents. These plans
24 become effective immediately if the employee starts to work on the first day of
25 the month; otherwise, the plans become effective on the first day of the following
26 month. A change of health-plan is permissible during the annual open-enrollment
27 period in September for an effective date of October 1. Supplemental Term Life
28 Insurance, on the employee only, may be purchased at time of employment or
29 during the annual open-enrollment week in September. Membership in any of
30 these group plans will continue as long as the employee is in paid status.

24.1.1 The maximum dental benefits shall be ~~\$2,000~~ in accordance with the dental plans offered by the District.

24.1.2 The maximum income protection plan will be 66.67% of an employee's monthly salary up to \$3,000 per month.

24.1.3 "Eligible" as used in this Article shall mean those unit members who have an average assignment of seventy-five (75%) percent or greater during the monthly period of service.

24.1.4 Employees enrolling a dependent in District-sponsored coverage must provide documentation verifying dependent eligibility as required by the District and plan administrators. Failure to provide requested documentation within required timelines may result in denial or termination of dependent coverage.

24.1.~~54~~ An employee may change ~~his/her~~ their health plan during the annual open enrollment period. ~~Which is usually the month of September.~~

24.1.~~65~~ When on approved unpaid leave of absence, an employee may continue health and life insurance plans by paying the monthly premiums to the District ~~by personal check by~~ no later than the first (1st) day of the month for which coverage is to continue.

24.1.~~76~~ An employee on paid sick leave continues to be covered by the District-sponsored insurance plans. Employees on unpaid sick leave may continue health, dental insurance, and employee assistance program for as long as the District indicates the employee is eligible for reemployment. In order to continue such insurance, the employee must transmit monthly contributions to the District in the manner set forth ~~in paragraph VI~~ above. Continuation of life insurance may be possible. Employees must meet eligibility and payment requirements of the plan.

24.1.8 Cash In Lieu

In lieu of District coverage for an individual's health insurance plan (for those with dual coverage) the District will provide ~~during a ten (10) month period~~ an amount equal to one-half (1/2) the cost of an individual premium of the District's lowest-cost health plan for each member electing this option provided that:

(1) This option may be selected only during the open enrollment period for health insurance or at the time of initial employment.

~~(2) Request to change to health insurance coverage from the cash option may be made only during the open enrollment period.~~

~~(32)~~ Cash benefits provided under this plan must comply with Internal Revenue ~~Service Code (IRC)~~ Section 125.

~~(43)~~ Those choosing this option must submit evidence of coverage and sign a form provided by the Benefits Office every year during open enrollment via the online benefits administration system. ~~In Fiscal Service.~~

~~(54)~~ If this option is chosen, District paid medical insurance coverage will be canceled effective October 1 of the year ~~of the election of this option in which this option is elected~~ and will be available again only at the next regular open enrollment period.

24.2 CSEA shall designate a representative to serve on the District Health Benefits Committee.

24.3 Medical/Dental Insurance for Retirees

Eligible retirees may elect to continue coverage under District-sponsored medical and dental plans on the same terms, including District-paid premium contributions, as coverage is offered to full-time employees of the District, through the last day of the month in which the retiree reaches age sixty-five (65).

The District reserves the right to change insurance carriers, plan administrators,

benefit plans, or plan designs, provided substantially comparable coverage is maintained.

In order to be eligible for this benefit, the retiree must meet the following criteria:

- (1) Must have retired from District employment under the Public Employees' Retirement System (PERS), or the State Teachers' Retirement System (STRS).
- (2) Must be at least fifty-five (55) years of age at the time of retirement.
- (3) Must have completed at least fourteen (14) total years ~~of service in~~ a full-time permanent position with the District.
- (4) Must have been eligible to receive District-sponsored medical and dental benefits in their last full year of employment.
- (5) Must be eligible for coverage under District's medical and dental plans.

If, following retirement, the retiree ceases to be eligible for retirement benefits under PERS or STRS, the benefit described in this Article will also cease.

24.4 Early retirees who have not been employed by the District ~~for~~ fourteen (14) total years in a full-time permanent position, but who ~~---~~ have completed a minimum of five (5) years of full-time years in a permanent position ~~service~~ may elect to retain group coverage under the District-sponsored medical and dental plans by paying the monthly premiums to the District. Such premiums must be received by the District by the first (1st) day of the month for coverage during that month.

24.5 For retirees who satisfy conditions 1 and 3 ~~of Paragraph B~~ of 24.3 ~~within~~ this Article, and who have attained the age of sixty-five (65), the District will pay ~~\$1,440-\$2,000~~ up to \$1,900 annually, intended to help cover the cost of Medicare ~~supplementary insurance part B~~. ~~Upon submitting proof annually of Medicare Part B enrollment (such as a copy of their Social Security statement~~

reflecting the Medicare Part B premium deduction).

24.6 Eligible retirees who decline District-sponsored retiree medical and/or dental coverage at retirement, voluntarily discontinue coverage, fail to pay required premiums, or allow coverage to lapse for any reason will permanently lose eligibility and may not re-enroll in District-sponsored retiree medical and/or dental coverage at a later date.

24.76 Wellness Incentive Program

All employees shall be eligible for the Wellness Incentive Program **subject to the following** ~~For~~

(1) An employee who completes 120 consecutive, scheduled workdays worked with ~~no limited- no more than two~~ **(2) attendance occurrences will be awarded \$500.00.**

(2) For 120 An employee who completes 120 consecutive, scheduled workdays worked with no attendance occurrence, or portion thereof, will be awarded \$800.00 \$1,000. After the award is earned, the 120-day period shall begin to run again.

~~"Attendance occurrence(s)" means a day in which the employee calls out sick for one's own personal health and well-being in accordance with the above chart.~~

"Scheduled workday" means a day on which the employee is scheduled to work as determined by the District. It does not include days when the employee is on scheduled or approved vacation, holiday, jury duty, bereavement leave, personal necessity leave, **military leave, parental/child rearing leave, CFRA, Kincare,** industrial accident or injury leave, layoff or authorized leave of absence. The ~~\$800.00~~ **cash** incentive will be paid to the employee in accordance with normal District payroll procedures.

140 24.~~87~~ Computer Loan Program

141 Eligible employees are all regular monthly employees with PCC for one year and
142 eligible for benefits. The maximum loan amount is \$4,000. There can be only one
143 loan outstanding. The initial loan must be repaid in full before a subsequent loan
144 can be processed. The maximum repayment period is two (2) years. There is no
145 interest charged for this loan. The repayment method is through payroll
146 deduction. A promissory note must be executed by the employee prior to funds
147 being released to the vendor.
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