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**PROPOSAL FROM THE  
PASADENA AREA COMMUNITY COLLEGE DISTRICT  
TO  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, AND ITS PASADENA CHAPTER 777**

**June 24, 2026**

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

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

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**Article 24**

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**District-Sponsored Insurance Plans and Benefits**

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18 24.1 Agreement Terms

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

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24.1.1 The maximum dental benefits shall be in accordance with the dental plans offered by the District.

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

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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.

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24.1.4 Employees enrolling a dependent in District-sponsored coverage must provide

35 documentation verifying dependent eligibility as required by the District and plan administrators.  
36 Failure to provide requested documentation within required timelines may result in denial or  
37 termination of dependent coverage.

38 24.1.5 An employee may change their health plan during the annual open enrollment period.

39 24.1.6 When on approved unpaid leave of absence, an employee may continue health and life  
40 insurance plans by paying the monthly premiums to the District no later than the first (1st) day of  
41 the month for which coverage is to continue.

42 24.1.7 An employee on paid sick leave continues to be covered by the District-sponsored  
43 insurance plans. Employees on unpaid sick leave may continue health, dental insurance, and  
44 employee assistance program for as long as the District indicates the employee is eligible for  
45 reemployment. In order to continue such insurance, the employee must transmit monthly  
46 contributions to the District in the manner set forth above. Continuation of life insurance may be  
47 possible. Employees must meet eligibility and payment requirements of the plan.

48 24.1.8 In lieu of District coverage for an individual's health insurance plan (for those with dual  
49 coverage) the District will provide an amount equal to one-half (1/2) the cost of an  
50 individual premium of the District's lowest-cost health plan for each member electing this  
51 option provided that:

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

54 (2) Cash benefits provided under this plan must comply with Internal Revenue Code  
55 (IRC) Section 125.

56 (3) Those choosing this option must submit evidence of coverage and sign a form  
57 provided by the Benefits Office every year during open enrollment via the online benefits  
58 administration system.

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

62 24.2 CSEA shall designate a representative to serve on the District Health Benefits Committee.

63 24.3 Medical/Dental Insurance for Retirees

64 Eligible retirees may elect to continue coverage under District-sponsored medical and dental

65 plans on the same terms, including District-paid premium contributions, as coverage is offered to  
66 full-time employees of the District, through the last day of the month in which the retiree reaches  
67 age sixty-five (65).

68 The District reserves the right to change insurance carriers, plan administrators, benefit plans, or  
69 plan designs, provided substantially comparable coverage is maintained.

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

71 (1) Must have retired from District employment under the Public Employees'  
72 Retirement System (PERS), or the State Teachers' Retirement System (STRS).

73 (2) Must be at least fifty-five (55) years of age at the time of retirement.

74 (3) Must have completed at least fourteen (14) total years in a full-time permanent  
75 position with the District.

76 (4) Must have been eligible to receive District-sponsored medical and dental benefits  
77 in their last full year of employment.

78 (5) Must be eligible for coverage under District's medical and dental plans.

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

81 24.4 Early retirees who have not been employed by the District for fourteen (14) total years in a full-  
82 time permanent position, but who have completed a minimum of five (5) full-time years in a  
83 permanent position may elect to retain group coverage under the District-sponsored medical and  
84 dental plans by paying the monthly premiums to the District. Such premiums must be received by  
85 the District by the first (1st) day of the month for coverage during that month.

86 24.5 For retirees who satisfy conditions 1 and 3 ~~of Paragraph B~~ of 24.3 within this Article, and who  
87 have attained the age of sixty- five (65), the District will pay ~~\$1,440~~ up to \$1,900 annually,  
88 intended to help cover the cost of Medicare Part B. Upon submitting proof annually of Medicare  
89 Part B enrollment (such as a copy of their Social Security statement reflecting the Medicare Part  
90 B premium deduction).

91 24.6 Eligible retirees who decline District-sponsored retiree medical and/or dental coverage at  
92 retirement, voluntarily discontinue coverage, fail to pay required premiums, or allow coverage to  
93 lapse for any reason will permanently lose eligibility and may not re-enroll in District-sponsored  
94 retiree medical and/or dental coverage at a later date.

95 24.7 Wellness Incentive Program

96 All employees shall be eligible for the Wellness Incentive Program. An employee who completes  
97 120 consecutive, scheduled workdays worked with ~~no~~ **no more than two (2) attendance**  
98 **occurrences will be awarded \$500.00. An employee who completes 120 consecutive,**  
99 **scheduled workdays worked with no attendance occurrence, or portion thereof, will be**  
100 **awarded \$800.00.** After the award is earned, the 120-day period shall begin to run again.

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105 "Scheduled workday" means a day on which the employee is scheduled to work as determined  
106 by the District. It does not include days when the employee is on scheduled or approved vacation,  
107 holiday, jury duty, bereavement leave, personal necessity leave, industrial accident or injury  
108 leave, layoff or authorized leave of absence. The cash incentive will be paid to the employee in  
109 accordance with normal District payroll procedures.

110 24.8 Computer Loan Program

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