



MEMORANDUM OF UNDERSTANDING
BETWEEN THE
PASADENA AREA COMMUNITY COLLEGE DISTRICT
AND THE
PASADENA AREA COMMUNITY COLLEGE DISTRICT MANAGEMENT
ASSOCIATION

This Memorandum of Understanding (MOU) is made and entered into this July 20, 2016, between the Pasadena Area Community College District (“District”) and the Pasadena Area Community College District Management Association (“Association”) collectively (“the parties”).

During the 2016-17 year, as a part of the District paid health insurance plan, enhancements have been offered under the ancillary services of vision and dental insurance for all management employees. The enhancements have been discussed and agreed upon as stated below:

Effective October 1, 2016:

Dental Care Insurance

1. During the 2016-17 open enrollment, employees may select one (1) of the two dental plan options, which includes the following:
 - a. **Option 1** (current plan) – Delta Dental (PPO – no changes)
 - b. **Option 2** (Enhanced Plan) – Metlife (HMO – includes orthodontia & dental implants)
2. The District will continue to incur the costs for the coverage provided by either plan, selected by the employee.
3. Details on the plan benefits are available in the Benefits Enrollment Guide which is available on the District website at <http://www.pasadena.edu/hr/benefits/benefits-enrollment-forms.php/>.

Vision Care Insurance

1. In addition, during the 2016-17 open enrollment, members will be provided with an enhanced benefit from a 24/24/24 option for exams/lenses/frames to a 12/12/12 option.
2. The District will continue to incur the costs for the vision plan coverage, inclusive of the enhancement.

Approval of this MOU is subject to approval and/or ratification by both parties.

Dated: July 21, 2016

PASADENA AREA COMMUNITY COLLEGE DISTRICT
MANAGEMENT ASSOCIATION

By:

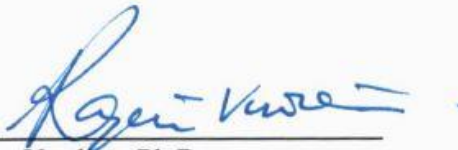


Joe Futtner, President

Dated: July ____, 2016

PASADENA AREA COMMUNITY COLLEGE
DISTRICT

By:



Rajen Vurdien, Ph.D.
Superintendent/President