

MEMORANDUM OF UNDERSTANDING

**BETWEEN
RAVENSWOOD CITY SCHOOL DISTRICT
AND
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS CHAPTER 303**

This agreement is by and between the Ravenswood City School District (hereafter “District”) and the California School Employees Association and its Chapter 303 (hereafter “CSEA”), collectively referred to as “the parties”.

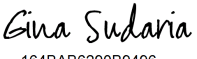


BACKGROUND

The parties have a collective interest in extending the increased District contribution toward health & welfare benefits approved for Ravenswood Teacher Association (RTA) members at the September 8, 2022 Board meeting, to CSEA members.

AGREEMENT

The parties agree to amend the Article 6, Section 6.2.3.2, of the 2019-2022 collective bargaining agreement by adding the following language, below:

1. The Parties agree that the District shall increase its contribution toward two party or family health insurance plans to be between sixty-five percent (65%) and seventy-five percent (75%) of the costs associated with two party or family health insurance rates. The Parties shall determine the District’s contribution on an annual basis through the negotiations process, beginning with the 2022-2023 successor negotiations.
2. Effective July 1, 2022 the Parties agree that the District’s contribution toward health and welfare benefits for the 2022-2023 school year shall be seventy-five (75%) of the CalPERS two-party and family Bay Area Region Kaiser rate. Eligible unit member(s) who select health insurance or health insurance coverage with premiums in excess of the District’s contribution will pay, through payroll deduction, any additional premiums or costs associated with the unit member’s selected coverage or benefits.
3. This Agreement shall take effect immediately upon approval by the District’s Governing Board.
4. This Agreement shall expire on March 1, 2023, unless the parties agree otherwise subsequent to signing this Agreement.

<p><small>DocuSigned by:</small>  <small>164BAB6290B9496...</small></p> <hr/> <p>Gina Sudaria, Superintendent</p>	<p>9/22/2022</p> <hr/> <p>Date</p>
<p><small>DocuSigned by:</small>  <small>2A4A0D9904A74E0...</small></p> <hr/> <p>Randy Jackson, President, CSEA Chapter 303</p>	<p>9/22/2022</p> <hr/> <p>Date</p>
<p><small>DocuSigned by:</small>  <small>D1E2E95B8DE245E...</small></p> <hr/> <p>Mark Westerberg, CSEA LRR</p>	<p>9/22/2022</p> <hr/> <p>Date</p>