

**RIVERSIDE UNIFIED SCHOOL DISTRICT
And
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
And its Chapter #506
TENTATIVE AGREEMENT
November 2, 2018**

This Tentative Agreement (T.A.) is entered by and between Riverside Unified School District (hereinafter "District") and the California School Employees Association and its Chapter #506 (hereinafter "CSEA"). The District and CSEA agree to the following changes in language regarding Health Insurance.

~~9.9 Health Insurance Waiver: Beginning in the January 1, 2014 plan year, waiver stipends will no longer be paid to unit members. Those employees who waived coverage in the 2013 plan year may continue to waive benefits in accordance with the language stipulated below; however, if the unit member takes medical and/or dental coverage at any point in the future they will no longer be eligible for a waiver stipend.~~

~~9.9.1 Waivers prior to January 1, 2014:~~

~~A full time unit member showing proof of coverage through an alternate source may choose to waive medical and dental insurance coverage by signing a waiver form. Any full time unit members waiving medical and dental insurance coverage shall be provided with a total annual stipend of dollars (\$650).~~

~~Part time unit members who waive medical and dental insurance shall receive a pro rata share of the stipend in accordance with Section 9.2 of this Article. Those who only waive medical insurance coverage shall have a pro rata share paid by the District of the dental plan of their choice and receive a similar share of the five hundred dollar (\$500) stipend.~~

~~9.9.2 Dual Spouse Coverage Waivers: When an employee and spouse are both employed by the District and are working full time assignments, employees covered by District sponsored medical and dental plans pursuant to Section~~



~~9.9 or 9.10 (whichever applies) who only waive medical insurance coverage, shall be provided with a yearly stipend of seven hundred and fifty dollars (\$750) in lieu of medical insurance coverage. Part-time unit members who waive medical coverage will receive a prorated share of the medical waiver stipend in accordance with Section 9.2 of this Article.~~

~~9.9.3 Request for Waiver: A request for a waiver may be submitted at any time.~~

9.9 **Health and Welfare Insurance Waiver**

Effective January 1, 2019, an employee may waive medical insurance by showing proof of coverage through a different source and signing a waiver form. Full-time employees who waive medical insurance coverage shall be provided with a yearly stipend of five hundred dollars (\$500) in lieu of medical insurance coverage. Full-time employees who waive dental insurance coverage shall be provided with a yearly stipend of one hundred and fifty dollars (\$150) in lieu of dental insurance coverage. Stipends will be applied to earnings. Part-time employees who waive medical or dental insurance shall receive a pro-rated share of the applicable stipend. All employees must either select or waive medical insurance and sign a form on which their choice is indicated.

Employee Insurance Benefit Chart for employees:

Employee Hire Date	Waiver Amount Monthly Stipend
Prior to January 1, 2014	Continues at \$50 for medical, \$15 for dental Total \$65
Between January 1, 2014 and December 31, 2018	\$85 for medical, \$15 for dental Total \$100 This will be in effect until 2023 to address the non-waiver stipend language between 2014-2018 Effective January 1, 2023, waiver stipend will revert back to: \$50 for medical, \$15 for dental Total \$65
After January 1, 2019	\$50 for medical, \$15 for dental Total \$65

9.9.1 **Employee Spouse Waiver**

Effective January 1, 2019, except when an employee and spouse (including registered domestic partner) are both employees of the District and both are working Full-time assignment, the District shall offer each employee a medical plan. The District shall provide both employees the choice of a dental plan.

If two employees choose to stay on one (1) medical plan, the two employees shall decide which

shall carry the plan. The spouse (including registered domestic partner) who chooses not to carry the medical plan shall be provided with a yearly stipend of seven hundred and fifty dollars (\$750) in lieu of medical insurance coverage. If either or both employees waive dental insurance coverage, they shall be provided with a yearly stipend of one hundred and fifty dollars (\$150) in lieu of dental insurance coverage. Stipends will be applied to earnings.

Employee Insurance Benefit Chart for dual employees both working in RUSD:

Employee Hire Date	Waiver Amount Monthly Stipend
Prior to January 1, 2014	Continues at \$60 for medical, \$15 for dental Total \$75
Between January 1, 2014 and December 31, 2018	\$85 for medical, \$15 for dental Total \$100 This will be in effect until 2023 to address the non-waiver stipend language between 2014-2018 Effective January 1, 2023, waiver stipend will revert back to: \$50 for medical, \$15 for dental Total \$65
After January 1, 2019	\$60 for medical, \$15 for dental Total \$75

9.9.2 Request for Waiver: A request for a waiver may be submitted at any time.

This is a tentative agreement and shall not be finalized until the completion of CSEA’s policy 610 review process and the District’s Board approval process.

**For California School Employees Association
(CSEA) Chapter #506:**

For Riverside Unified School District:

Sandi Garcia 11/2/2018
Sandi Garcia Date
CSEA President Chapter #506

Kyle Barra 11/2/2018
Kyle Barra Date
Assistant Superintendent, Personnel and Leadership

Raquel Ruiz 11/2/18
Raquel Ruiz
Labor Relations Representative
CSEA

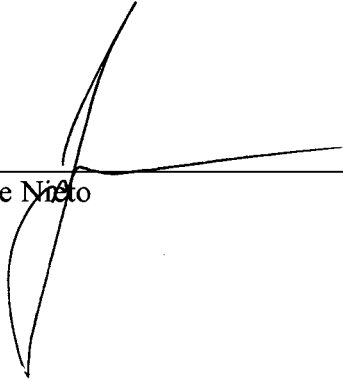
Robin Mesa
Robin Mesa
Director, Classified Personnel

Michael Green
Michael Green

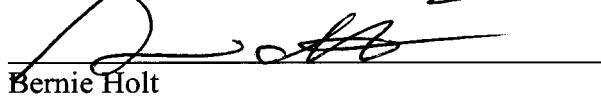
Shani Dahl
Shani Dahl

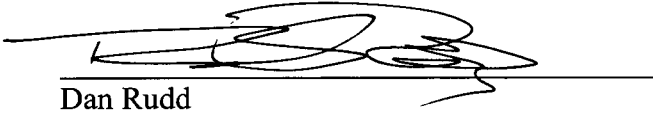
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Carrie Alldis


Joe Nito


Ana Mendez


Bernie Holt


Dan Rudd

