

MEMORANDUM OF UNDERSTANDING
BETWEEN THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS
CHAPTER #451
AND THE ADELANTO ELEMENTARY SCHOOL DISTRICT
REGARDING DISABILITY RETIREMENT MEDICAL BENEFIT

The Adelanto Elementary School District ("District") and the California School Employees Association and its Chapter #451 ("CSEA") are parties to a collective bargaining agreement for the period covered by this Memorandum of Understanding, and CSEA is the exclusive representative of the District's bargaining unit;

It is hereby AGREED to as follows:

- 1) Unit members who are at least age 50 and have served at least fifteen (15) years in the District in a full time position [five (5) hours or more per day] who must retire due to a documented serious medical condition may elect to receive the same health insurance benefits until Medicare age based on his/her dependent status at the same rates as active employees.
- 2) To qualify for disability retirement, the unit member must be "substantially incapacitated" from performing their job duties, based upon a physical or mental condition that is expected to be permanent or last indefinitely as substantiated by medical opinion of the District's Doctor in collaboration with the Employee's Doctor.
- 3) This MOU is unique unto its own circumstances and shall in no way set a precedent for any other agreement in the future, and furthermore, no party hereto shall cite this MOU or its terms as past practice for any purpose in the future.
- 4) The Pilot Program year will be effective from December 1, 2015 to June 30, 2016, unless otherwise agreed upon and negotiated between the Adelanto Elementary School District and California School Employees Association Chapter #451.

Tentatively agreed to on this 7th day of October, 2015 between CSEA Chapter #451 and the Adelanto Elementary School District.

District

CSEA 451

Donna Landy

Kristen Cooper

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LB

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10/14/11