MEMORANDUM OF UNDERSTANDING

Article 22–Paid Benefits

This Memorandum of Understanding is entered into by and between the Foothill-De Anza Community College District ("District") and the Foothill-De Anza Faculty Association ("FA").

The District and FA agree, as part of the 1998-99 negotiations on the new 1999-2001 Agreement, the District Health and Welfare programs will be modified as follows:

The District Medical Plan will be modified to include the costs of an annual physical examination. A routine physical examination, for employees and dependents age 6 and over, will include a developmental assessment, history, sensory screening, appropriate immunizations, laboratory tests and x-rays. This procedure will be covered as a regular medical expense with a $10 co-pay for office visits for both network and non-network expenses. PPO benefit percentage is 100%; non-network benefit percentage is 80% of reasonable and customary fee.

The District Medical plan hearing aid reimbursement will be increased from 80% up to $250 to 80% up to $1,000.

Kaiser HMO Plan – Add Chiropractic Care. This coverage will have a $10.00 co-pay per office visit with a limitation of 30 visits per year.

Kaiser HMO Plan – Add Durable Medical Equipment to coverage.

The District KWRAP program will be eliminated since chiropractic treatment will be covered under the new Kaiser HMO coverage. There will be a 30 day open enrollment period for employees presently covered by the Kaiser HMO and the KWRAP program to enroll in the District Medical Plan if their treating chiropractor is not on the Kaiser list.

The District Dental Program yearly limit of $1,500 will be increased to $2,000.

The District Long Term Disability Program will have the maximum benefit increased to 66 2/3% of the employee’s salary up to a maximum of $4,300.

Dated: November 25, 1998