

**RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT (RSCCD)
Board of Trustees (Regular meeting) Hybrid
Rancho Santiago Community College District
2323 North Broadway
Santa Ana, California**

Monday, June 23, 2025

MINUTES

1.0 PROCEDURAL MATTERS

1.1 Call to Order

The hybrid meeting was called to order at 5:56 p.m. by Ms. Daisy Tong. Other members present were, Dr. Tina Arias Miller, Mr. David Crockett, Mr. John Hanna (via Zoom), Mr. Zeke Hernandez (via Zoom), Mr. Phil Yarbrough and Student Trustee Cecilia Lorenzo. Ms. Cecilia Iglesias was not present at this meeting.

Administrators present during the regular meeting were Ms. Iris Ingram, Mr. Marvin Martinez, Dr. Annebelle Nery, Ms. Kristin Olson, Mr. Enrique Perez and Mr. Christopher Sweeten. Ms. Maria Vicencio was present as record keeper.

1.2 Pledge of Allegiance to the United States Flag

The Pledge of Allegiance was led by Ms. Daisy Tong, RSCCD Trustee.

1.3 Administration of Oath of Allegiance to Cecilia Lorenzo, 2025-2026 Student Trustee

Ms. Tong administered the Oath of Allegiance to Ms. Cecilia Lorenzo. The board welcomed her as the 2025-2026 student trustee.

1.4 Reports from Student Presidents

Ms. Brianna Acuna, ASG Student President, Santa Ana College provided a report via Zoom.

Ms. Kayla Lopez, ASG Student President, Santiago Canyon College, provided a report.

1.5 Public Comment

Ms. Madeline Grant and Ms. Suzanne Freeman (Zoom) spoke regarding Item 1.6 (Approval of Collective Bargaining Agreement between the Rancho Santiago Community College District and the Faculty Association of Rancho Santiago Community College District (FARSCCD)).

1.6 Approval of Collective Bargaining Agreement between the Rancho Santiago Community College District and the Faculty Association of Rancho Santiago Community College District (FARSCCD)

It was moved by Mr. Crockett and seconded by Mr. Yarbrough to approve the public disclosure of the collective bargaining agreement and tentative agreement between the Rancho Santiago Community College District and the Faculty Association of Rancho Santiago Community College District (FARSCCD), as presented. The motion carried with the following vote: Aye – Dr. Arias Miller, Mr. Crockett, Mr. Hanna, Mr. Hernandez, Ms. Tong and Mr. Yarbrough. Student Trustee Lorenzo's advisory vote was aye.

1.7 Signing Ceremony of Faculty Association of Rancho Santiago Community College District (FARSCCD) Bargaining Agreement

Members of the negotiation team from FARSCCD and District signed an Acknowledgment of Successor Agreement.

The Acknowledgment of Successor Agreement for FARSCCD was signed by:

Daisy Tong, RSCCD Board President
Marvin Martinez, RSCCD Chancellor
Madeline Grant, FARSCCD President,
Kelvin Leeds, FARSCCD Lead Negotiator
Kristin Olson, Vice Chancellor, Human Resources
Matthew Bayersdorf, FARSCCD Negotiation Team Member
Venithia Hubbard, District Negotiation Team Member
Shawn Cummins, FARSCCD Negotiation Team Member
Iris Ingram, Vice Chancellor, Business Services
Corinna Evett, FARSCCD Negotiation Team Member
Jeffrey Lamb, District Negotiation Team Member
Dora Escobar, FARSCCD Negotiation Team Member
Anabelle Nery, President, Santa Ana College
Jason Parks, District Negotiation Team Member
Alejandro Moreno, FARSCCD Negotiation Team Member
Alistair Winter, Assistant Vice Chancellor, Human Resources

Mr. Hernandez left the meeting at this time.

RECESS TO CLOSED SESSION

The board convened into closed session at 6:29 p.m. to consider the following items:

- 2.1 Public Employment (pursuant to Government Code Section 54957[b][1])
 - a. Full-time Faculty
 - b. Part-time Faculty
 - c. Management Staff
 - d. Classified Staff
 - e. Student Workers
- 2.2 Conference with Labor Negotiator (pursuant to Government Code Section 54957.6)
- 2.3 Liability Claim (pursuant to Government Code Section 54956.95)

Claim #651032

3.0 RECONVENE FROM CLOSED SESSION

The board reconvened at 6:59 p.m.

3.1 Closed Session Report

Mr. Yarbrough reported that during closed session the board discussed public employment, labor negotiations and liability claim with no reportable action.

4.0 PUBLIC SESSION

4.1 Approval of Additions or Corrections to Agenda

No additions or corrections to the agenda.

4.2 Approval of Minutes - Regular Meeting of June 9, 2025

It was moved by Mr. Yarbrough and seconded by Mr. Crockett to approve the June 9, 2025 Minutes as presented. The motion carried with the following vote: Aye – Dr. Arias Miller, Mr. Crockett, Mr. Hanna, Ms. Tong and Mr. Yarbrough. Not Present at Vote – Mr. Hernandez. Student Trustee Lorenzo’s advisory vote was aye.

4.3 Approval of Consent Calendar

It was moved by Mr. Yarbrough and seconded by Mr. Crockett to approve the recommended action on the following items on the Consent Calendar with the exception of Items: **9.1** (Human Resources Docket - Cabinet) and **9.5** (Approval of the Purchase Agreement with Shaw HR Consulting, Inc.). The motion carried with the following vote: Aye – Dr. Arias Miller, Mr. Crockett, Mr. Hanna, Ms. Tong and Mr. Yarbrough. Not Present at Vote – Mr. Hernandez. Student Trustee Lorenzo's advisory vote was aye.

6.1 Approval of Proposed Revisions for the 2026-2027 Santa Ana College Catalog, 2025-2026 Santa Ana College Catalog, and/or 2024-2025 Santa Ana College Catalog Addendum

The board approved the proposed revisions for the 2026-2027 Santa Ana College Catalog, 2025-2026 Santa Ana College catalog, and/or 2024-2025 Santa Ana College catalog addendum, as presented.

6.2 Approval of First Amendment to Affiliation Agreement between RSCCD on behalf of Santa Ana College and AHMC Anaheim Regional Medical Center LP, dba AHMC Anaheim Regional Medical Center

The board approved the first amendment to affiliation agreement between RSCCD on behalf of Santa Ana College and AHMC Anaheim Regional Medical Center LP, dba AHMC Anaheim Regional Medical Center, located in Anaheim, California, as presented.

6.3 Approval of Memorandum of Understanding between RSCCD on behalf of Santa Ana College and California State University, Fullerton

The board approved the memorandum of understanding between RSCCD on behalf of Santa Ana College and California State University, Fullerton, located in Fullerton, California, as presented.

6.4 Approval of Educational Affiliation Agreement between RSCCD on behalf of Santa Ana College and Learning Tree Therapy

The board approved the educational affiliation agreement between RSCCD on behalf of Santa Ana College and Learning Tree Therapy, located in Long Beach, California, as presented.

6.5 Approval of Sales and Services Agreement between RSCCD on behalf of Santa Ana College and University of California, Irvine

The board approved the sales and services agreement between RSCCD and Santa Ana College and University of California, Irvine, located in Irvine, California, as presented.

4.3 Approval of Consent Calendar (cont.)

6.6 Approval of College and Career Access Pathways (CCAP) Dual Enrollment Partnership Agreement between RSCCD on behalf of Santa Ana College and Santa Ana Unified School District

The board approved the College and Career Access Pathways (CCAP) Dual Enrollment Partnership agreement between RSCCD on behalf of Santa Ana College and Santa Ana Unified School District, located in Santa Ana, California, as presented.

6.7 Approval of Purchase Agreement between RSCCD on behalf of Santa Ana College and Goldenwest Lawnmowers & Scooter

The board approved the purchase agreement between RSCCD on behalf of Santa Ana College and Goldenwest Lawnmower & Scooter, located in Westminster, California, as presented.

6.8 Approval of Purchase Agreement between RSCCD on behalf of Santa Ana College and Turnout Maintenance Company, LLC

The board approved the purchase agreement between RSCCD on behalf of Santa Ana College and Turnout Maintenance Company, LLC, located in Westminster, California, as presented.

6.9 Approval of Purchase Agreement between RSCCD on behalf of Santa Ana College and Entravision Communications Corporation

The board approved the purchase agreement between RSCCD on behalf of Santa Ana College and Entravision Communications Corporation, located in Santa Monica, California, as presented.

6.10 Approval of Purchase Agreement between RSCCD on behalf of Santa Ana College and LocaliQ

The board approved the purchase agreement between RSCCD on behalf of Santa Ana College and LocaliQ, located in Camarillo, California, as presented.

6.11 Approval of Purchase Agreement between RSCCD on behalf of Santa Ana College and Meruelo Media

The board approved the purchase agreement between RSCCD on behalf of Santa Ana College and Meruelo Media, located in Burbank, California, as presented.

6.12 Approval of Purchase Agreement between RSCCD on behalf of Santa Ana College and Southern California News Group

The board approved the purchase agreement between RSCCD on behalf of Santa Ana College and Southern California News Group, located in Irvine, California, as presented.

4.3 Approval of Consent Calendar (cont.)

- 6.13 Approval of Purchase Agreement between RSCCD on behalf of Santa Ana College School of Continuing Education and ReachLocal, Inc. dba LocaliQ
The board approved the purchase agreement between RSCCD on behalf of Santa Ana College School of Continuing Education and ReachLocal, Inc. dba LocaliQ, located in McLean, Virginia, as presented.
- 6.14 Approval of New or Revised Curricula for the 2025-2026 Santiago Canyon College Catalog
The board approved the new or revised curricula for the 2025-2026 Santiago Canyon College Catalog, as presented.
- 6.15 Approval of the 2025-2026 Master Cost Agreement between RSCCD on behalf of Santiago Canyon College and the California/Nevada Training Trust
The board approved the 2025-2026 master cost agreement between RSCCD on behalf of Santiago Canyon College and the California/Nevada Training Trust, located in Riverside, California, as presented.
- 6.16 Approval of the 2025-2026 Master Cost Agreement between RSCCD on behalf of Santiago Canyon College and the Metropolitan Water District of Southern California
The board approved the 2025-2026 master cost agreement between RSCCD on behalf of Santiago Canyon College and the Metropolitan Water District of Southern California, located in Los Angeles, California, as presented.
- 6.17 Approval of the 2025-2026 Master Cost Agreement between RSCCD on behalf of Santiago Canyon College and the Operating Engineers Training Trust (JATC)
The board approved the 2025-2026 master cost agreement between RSCCD on behalf of Santiago Canyon College and the Operating Engineers Training Trust (JATC), located in Whittier, California, as presented.
- 6.18 Approval of the 2025-2026 Master Cost Agreement between RSCCD on behalf of Santiago Canyon College and Orange County Electrical Training Trust (OCETT)
The board approved the 2025-2026 master cost agreement between RSCCD on behalf of Santiago Canyon College and Orange County Electrical Training Trust (OCETT), located in Santa Ana, California, as presented.
- 6.19 Approval of the 2025-2026 Master Cost Agreement between RSCCD on behalf of Santiago Canyon College and Southern California Surveyors (SCS)
The board approved the 2025-2026 master cost agreement between RSCCD on behalf of Santiago Canyon College and Southern California Surveyors (SCS), located in Rancho Cucamonga, California, as presented.

4.3 Approval of Consent Calendar (cont.)

6.21 Approval of the Memorandum of Understanding (MOU) between Rancho Santiago Community College District (RSCCD) on behalf of Santiago Canyon College (SCC) and Keck Graduate Institute (KGI)

The board approved the memorandum of understanding (MOU) between Rancho Santiago Community College District (RSCCD) on behalf of Santiago Canyon College (SCC) and Keck Graduate Institute (KGI), located in Claremont, California, as presented.

6.22 Approval of Sales and Service Agreement #2025BC-131, between Rancho Santiago Community College District on behalf of Santiago Canyon College and University of California, Irvine, Center for Educational Partnership

The board approved the sales and service agreement #2025BC-131, between Rancho Santiago Community College District on behalf of Santiago Canyon College and University of California, Irvine, Center for Educational Partnership, located in Irvine, California as presented.

6.23 Approval of Professional Services Agreement between RSCCD on behalf of Santiago Canyon College and Entravision Communications Corporation

The board approved the professional services agreement between RSCCD on behalf of Santiago Canyon College Division of Continuing Education and Entravision Communications Corporation located in Santa Monica, California, as presented.

7.1 Approval of Payment of Bills

The board approved the payment of bills as submitted.

7.2 Approval of Budget Transfers, Budget Increases and Decreases

The board approved the budget transfers, budget increases and decreases as presented.

7.3 Approval of Intrafund and Interfund Transfers

The board approved the intrafund and interfund transfers as presented.

7.4 Approval of Purchase Orders

The board approved the purchase order listing, supplement, and PO change order listing as submitted.

7.5 Approval of Agreement with Glumac for Campus Utility Mapping and Investigation Services for a District Wide Utility Survey at Santa Ana College and Santiago Canyon College

The board approved the agreement with Glumac for campus utility mapping and investigation services for a district wide utility survey at Santa Ana College and Santiago Canyon College as presented.

4.3 Approval of Consent Calendar (cont.)

7.6 Approval of Award of Bid #1475 Synthetic Football Field Project at Santa Ana College

The board approved the award of bid #1475 synthetic football field project at Santa Ana College as presented.

7.7 Approval of Agreement with Knowland Construction Services for Project Inspection Services for Synthetic Football Field Project at Santa Ana College

The board approved the agreement with Knowland Construction Services for project inspection services for synthetic football field project at Santa Ana College as presented.

7.8 Approval of Agreement with Koury Engineering & Testing, Inc. for Geotechnical Testing and Inspection Services for Synthetic Football Field Project at Santa Ana College

The board approved the agreement with Koury Engineering & Testing, Inc. for geotechnical testing and inspection services for synthetic football field project at Santa Ana College as presented.

7.9 Approval of Agreement with Koury Engineering & Testing, Inc. for Special Inspection and Material Testing Services for Synthetic Football Field Project at Santa Ana College

The board approved the agreement with Koury Engineering & Testing, Inc. for special inspection and material testing Services for synthetic football field project at Santa Ana College as presented.

7.10 Accept and Award of RFP##2425-386 for Real Estate Consulting and Brokerage Services Districtwide to four (4) firms and authorize the Vice Chancellor, Business Services and/or her designee to sign and enter into related agreements, future amendments, and any extensions on behalf of the District as presented

The board accepted and awarded RFP##2425-386 for real estate consulting and brokerage services districtwide to four (4) firms and authorize the Vice Chancellor, Business Services and/or her designee to sign and enter into related agreements, future amendments, and any extensions on behalf of the District as presented.

7.11 Emergency Resolution 25-05 Update on Building T at Santa Ana College

The board received Emergency Resolution 25-05 update on building T at Santa Ana College as information.

4.3 Approval of Consent Calendar (cont.)

8.1 Approval of Resource Development Items

The board approved budgets, accepted grants, and authorization was given to the Vice Chancellor, Business Services or her designee to sign and enter into related contractual agreements on behalf of the district for the following:

- California Adult Education Program	\$	3,925,879.00
- Strong Workforce Program K-12 Pathway Coordinator and K-14 Technical Assistance Provider – Year 7	\$	790,000.00
- Rebuilding Nursing Infrastructure Program	\$	1,712,383.00
- RSCCD Employment Training Panel (ETP) Program Income	\$	66,500.00

8.2 Approval of the Utilization of Food Vendors to Provide Meals to the Child Development Centers

The board approved the utilization of food vendors to provide meals to the Child Development Centers, as presented.

8.3 Approval of the Agreement between RSCCD and Foothill-DeAnza Community College District, to serve as a founding partner for the Digital Center for Innovation, Transformation and Equity "Digital Center"

The board approved the agreement between RSCCD and Foothill-DeAnza Community College District, to serve as a founding partner for the Digital Center for Innovation, Transformation and Equity "Digital Center", as presented.

8.4 Approval of Sub-Agreements between RSCCD and Local Educational Agencies in Orange County selected to host the Strong Workforce Program K12 Pathway Coordinators (Year 7)

The board approved sub-agreements between RSCCD and local educational agencies in Orange County selected to host the Strong Workforce Program K12 Pathway Coordinators (Year 7), as presented.

8.5 Approval of Five-Year Software Support Services Agreement with Ellucian, Inc.

The board approved the five-year software support services agreement with Ellucian, Inc.

8.6 Approval of Diligent Community Platform Subscription Agreement with Diligent Corporation

The board approved the Diligent Community Platform subscription agreement with Diligent Corporation, as presented.

4.3 Approval of Consent Calendar (cont.)

8.7 Approval of Second Amendment to the Professional Services Agreement with Hyland Software, Inc. for Cloud Migration Services

The board approved the second amendment to the professional services agreement with Hyland Software, Inc. for cloud migration services, as presented.

8.8 Approval of Purchase Agreement with Evocative Data Centers LLC, DBA VPLS

The board approved the purchase agreement with Evocative Data Centers LLC, dba VPLS, as presented.

8.9 Approval of RSCCD 2025-2029 Strategic Technology Plan

The board approved the RSCCD 2025-2029 Strategic Technology Plan, as presented.

8.10 Approval of Renewal of Contract with Townsend Public Affairs, Inc.

The board approved the renewal of the contract for consulting services with Townsend Public Affairs, Inc. as presented.

8.11 Approval of Nomination of John Hanna to the California Community College League (CCLC) Advisory Committee on Legislation

The board approved the nomination of Trustee John Hanna to serve on CCLC's Advisory Committee on Legislation for the 2025 and 2026 calendar year.

9.2 Human Resources Docket - Academic

The board approved the Human Resources Docket - Academic as presented.

9.3 Human Resources Docket - Classified

The board approved the Human Resources Docket - Classified as presented.

9.4 Rejection of Claim #651032

The board approved the rejection of claim #651032 as presented.

5.0 INFORMATIONAL ITEMS AND ORAL REPORTS

5.1 Enrollment & Retention Presentation

Mr. Enrique Perez, Vice Chancellor, Business Services, Dr. Annebelle Nery, President, SAC, Mr. Jason Parks, Vice President, Academic Affairs, and Ms. Larisa Sergeyeva, Vice President, Continuing Education, provided the board with a presentation on enrollment and retention. Board members received clarification on data related to the presentation from all presenters.

Mr. Hernandez join the meeting via Zoom at this time.

5.2 Reports from Academic Senate Presidents

The following academic senate representatives provided reports to the board:

Ms. Tara Kubicka-Miller, Academic Senate President, Santiago Canyon College

Ms. Claire Coyne, Academic Senate President, Santa Ana College

5.3 Reports from Chancellor

Mr. Marvin Martinez, Chancellor, provided a report to the board.

5.4 Reports from College Presidents

The following college representatives provided reports to the board:

Mr. Christopher Sweeten, Vice President, Student Services, provide a report on behalf of Dr. Jeannie Kim, President, Santiago Canyon College

Dr. Annebelle Nery, President, Santa Ana College

5.5 Reports from Student Trustee

Ms. Lorenzo provided a report to the board.

6.0 INSTRUCTION

Items 6.1, 6.2, 6.3, 6.4, 6.5, 6.6, 6.7, 6.8, 6.9, 6.10, 6.11, 6.12, 6.13, 6.14, 6.15, 6.16, 6.17, 6.18, 6.19, 6.21, 6.22, and 6.23 were approved as part of Item 4.3 (Approval of Consent Calendar).

6.20 Approval of the 2025-2026 Master Cost Agreement between RSCCD on behalf of Santiago Canyon College and Southwest Carpenters Training Fund and Southwest Carpenter and Affiliated Trades Joint Apprenticeship and Training Committee (SCATJATC)

It was moved by Mr. Yarbrough and seconded by Mr. Hernandez to approve the 2025-2026 master cost agreement between RSCCD on behalf of Santiago Canyon College and Southwest Carpenters Training Fund and Southwest Carpenter and Affiliated Trades Joint Apprenticeship and Training Committee (SCATJATC), located in Ontario, California, as presented. The motion carried with the following vote: Aye – Dr. Arias Miller, Mr. Crockett, Mr. Hernandez, Ms. Tong and Mr. Yarbrough. Not Present at Vote – Mr. Hanna. Student Trustee Lorenzo’s advisory vote was aye.

7.0 BUSINESS SERVICES

All items were approved as part of Item 4.3 (Approval of Consent Calendar).

8.0 GENERAL

All items were approved as part of Item 4.3 (Approval of Consent Calendar).

9.0 HUMAN RESOURCES

Items 9.2, 9.3 and 9.4 were approved as part of Item 4.3 (Approval of Consent Calendar).

9.1 Human Resources Docket - Cabinet

It was moved by Mr. Yarbrough and seconded by Mr. Hernandez to postpone the Human Resources Docket - Cabinet to the July 14, 2025 regular Board of Trustee meeting. The motion carried with the following vote: Aye – Mr. Hanna, Mr. Hernandez, Ms. Tong and Mr. Yarbrough. Nay – Dr. Arias Miller, Mr. Crockett. Student Trustee Lorenzo abstained.

9.5 Approval of the Purchase Agreement with Shaw HR Consulting, Inc.

It was moved by Mr. Crockett and seconded by Dr. Arias Miller to approve the purchase agreement with Shaw HR Consulting, Inc. as presented. Discussion ensued. The motion carried with the following vote: Aye – Dr. Arias Miller, Mr. Crockett, Mr. Hanna, and Ms. Tong. Nay – Mr. Hernandez and Mr. Yarbrough. Student Trustee Lorenzo abstained.

10.0 ADJOURNMENT

10.1 Report from Board President

No report was provided.

10.2 Board Member Comments

Mr. Hernandez attended the District Service Awards luncheon on June 12, 2025.

Mr. Hernandez shared that he attended Juneteenth celebrations.

Mr. Hernandez attended the California Community Colleges Veterans Symposium from June 23-24, 2025.

Mr. Hanna welcomed newly elected Student Trustee Cecilia Lorenzo.

Mr. Hanna thanked the faculty and administration who were part of the negotiation team for the FARSCCD agreement.

Mr. Hanna thanked both colleges for their support for undocumented students.

The next regular meeting of the Board of Trustees will be held on July 14, 2025, at the Rancho Santiago Community College District. There being no further business, Ms. Tong declared the meeting adjourned at 9:36 p.m.

Respectfully submitted,

Marvin Martinez, Chancellor

Approved: _____
Clerk of the Board

Minutes approved: July 14, 2025

RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT
Office of Human Resources, RSCCD

Date: June 23, 2025

To: Marvin Martinez, Chancellor

From: Kristin Olson, Vice Chancellor, Human Resources

Subject: Request from Trustee Yarbrough Regarding Item 1.6 Approval of Collective Bargaining Agreement between the Rancho Santiago Community College District and the Faculty Association of Rancho Santiago Community College District (FARSCCD)

From Trustee Yarbrough:

Item 1.6 Approval of Collective Bargaining Agreement between the Rancho Santiago Community College District and the Faculty Association of Rancho Santiago Community College District (FARSCCD)

Section: FARSCCD Contract 5.4.2 Retiree Benefits

Questions:

*Why are we changing from "The District will provide at no cost to eligible retirees a Group Medicare insurance plan..." to "The District will provide at no cost to eligible retirees a Group Medicare **Supplemental** insurance plan..."*

What does it mean to change to a "Supplemental" plan?

What plan do we have now?

How is this changed by going to a "Supplemental" plan?

What are the expected additional costs or savings from this change?

Answers to Questions

- The new language in Article 5.4.2 seeks to clarify the District's current practice. It does not represent a change to the current plans being offered. The addition of the word supplemental is meant to clarify the plan we offer to retirees is 'supplemental to' the retiree's Medicare enrollment (Part A, Part B and Part D) and the provisions of Medicare. In practice, this means that the retirees are enrolled in the RetireeFirst plan alongside their Medicare enrollment, which offers coverage over and above their Medicare benefits. As such, the RetireeFirst plan is supplemental to Medicare coverage.
- The plan the District is currently offering is called, "RetireeFirst". This plan was originally selected as it offers benefits comparable to the level provided to active unit members.

The RetireeFirst plan that the District offers to retirees over the age of 65 is designed to be equal to, or better than, the plans we offer our active employees. By way of example, the RetireFirst plan has \$0.00 charge for office visits, urgent care, preventative care, X-rays, CT, CAT, MRI and PET scans, durable medical equipment, in-patient and out-patient surgeries, emergency room visits and ambulance services. The drug benefit is \$10.00 for generics, \$30.00 for brand name formulary and \$75.00 for non-formulary prescriptions. This plan also includes a \$1,500 hearing aid benefit every 12 months. The Anthem PPO plan available to our active employees has a \$20.00 charge for primary care visits, specialists, and urgent care visits. X-rays, lab tests, CT, CAT, MRI, and PET scans are covered at 90%. The drug benefit is \$5.00 for generics, \$15.00 for brand name formulary and \$30.00 for non-formulary drugs, which is slightly cheaper than the RetireeFirst plan, but more drugs are covered under the RetireeFirst plan because they use the Medicare formulary. For more details, please see these links:

- [Rancho Santiago 2025 Pre Kit.pdf](#)
 - [Benefits%20Guide%205.16.19.pdf](#)
- Because the District is not changing plans, and the contract language merely seeks to clarify that retirees' benefits can be supplemented, there is no additional expense or savings.