

MEMORANDUM OF UNDERSTANDING  
BETWEEN  
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT TEACHERS ASSOCIATION  
AND  
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT

**HEALTH AND WELFARE BENEFITS FOR PART-TIME (ADJUNCT) FACULTY**

This Memorandum of Understanding (MOU) is made and entered into this 22<sup>nd</sup> day of April, 2022 between the San Bernardino Community College District (hereinafter, "District") and the San Bernardino Community College District Teachers Association-CTA/NEA (hereinafter, "Association").

**WHEREAS**, The District and Association agree to continue to address the goal of providing health and welfare benefits to part-time bargaining unit members as Objective #7 in Appendix A-1 where the existing collective bargaining agreement also indicates that the District shall present a health and welfare plan for part-time bargaining unit members in the 2019-2020 academic year for implementation on September 1, 2020.

**WHEREAS**, The District has researched various plan offerings with insurance carriers to offer medical-benefits to part-time faculty.

**WHEREAS**, the number of part-time faculty have been fewer than anticipated and this money can be used to benefit all part-time faculty in other areas.

**IT IS THEREFORE AGREED THAT:**

In an ongoing effort to continue to address "D" of Article 11: Health and Welfare Benefits, part-time faculty and their eligible dependents for the 2022-2023 plan year.

Effective October 1, 2022 through September 30, 2023, the District shall offer:

**MEDICAL**

1. Offer Anthem Blue Cross PPO High Deductible plan to all eligible part-time faculty members and eligible dependents at 100% employee contribution.
2. An interest list will be developed over a two-week period to determine how many part-time faculty members would be interested in enrolling.
3. Up to a maximum of 10 part-time faculty members who meet the eligibility requirements will be funded each month (for up to 12 months) not to exceed \$45,000 for the 2022-2023 plan year, to help offset the cost of employee premiums. The allocated \$45,000 will be divided equally amongst the enrollees, up to 10 people. The subsidy cannot exceed the cost of the benefits. The established cap shall not be considered as a permanent cap to funded benefits for part-time faculty. The established cap and subsidy amount will be subject to negotiations every year.

**DENTAL**

1. Offer the Delta Dental HMO Direct for eligible part-time faculty and eligible dependents at the 75% employer contribution/25% employee contribution.
2. An interest list will be developed over a two-week period to determine how many part-time faculty members would be interested in enrolling.

3. The District will fund the employer contribution for up to 25 part-time faculty members who meet the eligibility requirements (\$25.15 each month (for up to 12 months) not to exceed \$301.80 for the 2022-2023 plan year). The maximum enrollment for this funding shall be 25 faculty. The established cap shall not be considered as a permanent cap to funded benefits for part-time faculty. The established cap and subsidy amount will be subject to negotiations every year.

The following eligibility requirements shall apply:

1. Part-time faculty must be actively employed in a district faculty position.
2. Applicants who have existing coverage elsewhere are not eligible for District funding.
3. Priority will be established as follows:
  - a. 1<sup>st</sup> priority: Applicants enrolled in the previous plan year.
  - b. 2<sup>nd</sup> priority: Shall be established by the earliest hire date.
4. Any subsequent enrollments are at the discretion of the District.
5. An eligible employee may choose either medical or dental benefits, but not both.

The District reserves the right each school year to change the medical plan and/or subsidy amount offered to part-time faculty.

#### **SBCCD**

*Kristina Hannon*

**Date: April 22, 2022**

Kristina Hannon, Vice Chancellor,  
Human Resources & Police Services, SBCCD Chief Negotiator

#### **SBCCDTA**

*Jamie Herrera*

**Date: April 22, 2022**

Jamie Herrera, SBCCDTA Chief Negotiator