

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 14th day of April, 2023 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.

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 2023-2024 plan year.

Effective October 1, 2023, through September 30, 2024, the District shall:

1. Contribute a total aggregate amount of \$150,000 annually towards the cost of medical insurance, exclusive of dental and vision insurance. The \$150,000 shall be split amongst eligible part-time faculty equally.
2. Offer Anthem Blue Cross PPO High Deductible plan to all eligible part-time faculty members and eligible dependents at 100% employee contribution.
3. An interest list will be developed over a two-week period to determine how many part-time faculty members would be interested in enrolling.
4. Up to 40 part-time faculty members who meet the eligibility requirements will be funded \$312.50 each month not to exceed \$3,750 for 2023-2024 plan year, to help offset the cost of employee premiums. The maximum enrollment for this funding shall be 40 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. Eligible part-time faculty members must not be insured for medical coverage from another employer directly, as a spouse, a domestic partner, or as a dependent.
2. Part-time faculty must be actively employed in a district faculty position. At any point during the plan year, if the faculty member is not actively working, the medical coverage will be terminated.

3. The employee must commit to health care coverage for a period of one year and must sign up during the regular open enrollment period. Exceptions to this will be made if a part-time faculty member experiences a qualifying event.
4. Priority will be established as follows:
 - a. 1st priority: Applicants enrolled in the previous plan year.
 - b. 2nd priority: Shall be established by the earliest hire date.
5. Any subsequent enrollments are at the discretion of the District.

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: 04/14/2023

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

SBCCDTA

Richard Jaramillo, SBCCDTA Chief Negotiator

Date: _____