

TENTATIVE AGREEMENT

By and Between

San Bernardino Community College District Teachers Association

And

San Bernardino Community College District

ARTICLE 11: Health and Welfare Benefits

E. Summary of Benefits

1. Part-Time (Adjunct) Faculty

For the 2023-2024 plan year (October 1, 2023 – September 30, 2024), the District shall:

- a. Continue to explore the option of participating in AB 190 and apply for the full reimbursement of Part-Time Faculty Health or provide \$275,000 for the 2024-2025 school year.
- b. Offer Anthem Blue Cross PPO High Deductible plan to all eligible part-time faculty members and eligible dependents at 100% employee contribution. 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.
- c. Contribute up to a total aggregate amount of \$150,000 annually for the 2023-2024 school year towards the cost of medical insurance, exclusive of including dental and vision insurance.
- d. If there are remaining funds of the \$150,000 after enrollment of all interested Part-Time Faculty in the available Anthem Blue Cross PPO High Deductible medical plan, the District will establish a reimbursement program for the remaining funds. The purpose of the program is to provide an opportunity for individual Part-Time faculty members to receive reimbursement for their purchase of a comprehensive medical plan through Covered California. Faculty members who meet the eligibility requirements will be funded up to \$312.50 each month, not to exceed \$3,750 for the 2023-2024 plan year, to help offset the cost of employee premiums.
- e. The established cap and subsidy amount will be subject to negotiations every year after.

The following eligibility requirements shall apply:

- 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.

- Part-time faculty must be actively employed in a district faculty position for 0.4 load in any given semester. If the faculty member falls below 0.4 load for any given semester, then it will be terminated.
- The district and 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.
- If requesting reimbursement, the plan must be a comprehensive medical plan through Covered California.
- The maximum monthly benefit amount for reimbursement will be \$312.50. In the event the medical plan purchased is less than \$312.50, the employee will receive the amount needed to cover the plan and will not receive additional compensation.
- 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.
 - c. Any subsequent enrollments are at the discretion of the District.

The subsidy amount offered to part-time faculty is subject to negotiations each school year.

2. Full-Time Faculty

For the 2023-2024 plan year (October 1, 2023 – September 30, 2024), the benefit cap shall be as follows:

- a. Medical plan only: \$15,636.00
- b. Individual full-time unit members shall have the option to select other health plans offered by the District during open enrollment and shall be responsible for the cost differential between the plans.
- c. Medical plans offered to include a choice of six (6) medical plans:
 - i. Anthem Blue Cross Select-Network HMO Premier (No additional cost option)
 - ii. Anthem Blue Cross Full-Network HMO Premier (*\$86.40)
 - iii. Anthem Blue PPO (*520.80)
 - iv. Anthem Blue PPO Low (*296.40)
 - v. Kaiser Low HMO \$30 Co-Pay (*\$101.00)
 - vi. Kaiser High HMO \$10 Co-Pay (*\$261.60)
- d. Dental, Vision, Term Life and AD&D: \$649.68
- e. Individual full-time unit members shall have the option to select other dental plans offered by the District during open enrollment and shall be responsible for the cost differential between the plans.
- f. Dental plans offered include a choice of two (2) dental plans:
 - i. DeltaCare USA HMO (No additional cost option)
 - ii. Delta Dental PPO (*61.63)
- g. Vision plan offered include one vision (1) plan:

i. EyeMed (No additional cost option)

h. Term Life and AD&D policies include Basic and Voluntary coverage options:

- i. Prudential Basic Term Life: \$50,000 (No additional cost)
- ii. Prudential Basic AD&D: \$50,000 (No additional cost)
- iii. Prudential Voluntary Term Life (Additional cost option)
- iv. Prudential Voluntary AD&D (Additional cost option)

*All employee contributions are deducted on a tenthly basis

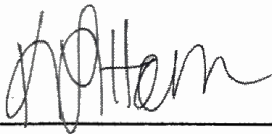
3. Medical Wavier

- a. Full-time faculty members who chose to opt-out of the medical plan benefits shall complete the 2023-2024 Opt-Out of Medical Benefits Form.
- b. In lieu of medical benefits, full-time faculty members who chose to opt-out shall receive a \$250 per month (\$3,000 per year) stipend. It is understood that this monthly stipend may be considered a compensable benefit and subject to the appropriate taxes and applicable retirement contributions. The District shall still continue any other plan that the faculty member is currently enrolled in including dental, and vision, and any other alternative insurance benefits including Basic Life Insurance and the Employee Assistance Program (EAP).

There shall be no requirement for the District to procure the prior consent of any unit member before deducting the balance of any premium in excess of the above amount from any compensation due from the unit member.

The District shall contribute the cost of the least expensive health and welfare plan to full-time unit members during the 2023-2024 plan year (October 1, 2023 – September 30, 2024).

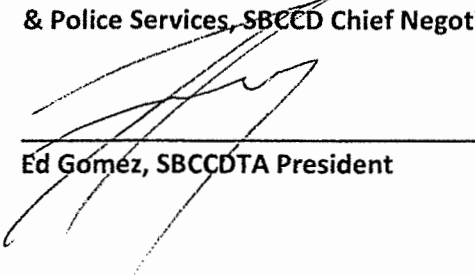
This Tentative Agreement is made and entered into on the 22ndth day of September 2023 and this language will be added to existing Article language.



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

10/09/23

Date



Ed Gomez, SBCCDTA President

10-9-23
Date