

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

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

This Memorandum of Understanding (“MOU”) is entered by and between the SAN BERNARDINO COMMUNITY COLLEGE DISTRICT (“District”) and the SAN BERNARDINO COMMUNITY COLLEGE DISTRICT TEACHERS ASSOCIATION (Association), collectively, “the parties.”

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 Parties mutually agreed through the 2022-2025 contract with the SBCCD in Article 11 Section D to provide healthcare and welfare benefits to Part Time Bargaining Unit Members,

IT IS THEREFORE AGREED THAT:

Effective October 1, 2024, through September 30, 2025, the District shall:

1. Contribute a total aggregate amount of \$275,000 annually towards the cost of medical insurance, exclusive of dental and vision insurance.
2. Offer Anthem Blue Cross PPO High Deductible plan to all eligible part-time faculty members and eligible dependents at 100% employee contribution.
 - a. Faculty members who meet the eligibility requirements will be funded \$500.00 each month not to exceed \$6,000 for 2024-2025 plan year, to help offset the cost of employee premiums and so long as there are funds available.
 - b. If there are remaining funds after enrollment of all interested Part-Time Faculty in the available medical plan, the District will establish a reimbursement program. 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.

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 they will no longer be eligible for health insurance or reimbursement.
- 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 \$500.00. In the event the medical plan purchased is less than \$500.00, 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 District reserves the right each school year to change the medical plan and/or subsidy amount offered to part-time faculty.

This Agreement is made and entered into this 19th day of April 2024.

SBCCD

Kristina Hannon

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

Date: _____

SBCCDTA

Richard Jaramillo, SBCCDTA Chief Negotiator

Date: _____