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, 2025, through September 30, 2026, the District shall:

- Contribute a total aggregate amount of $275,000 annually towards the cost of medical and dental insurance.

MEDICAL

- Offer Anthem Blue Cross PPO High Deductible plan to all eligible part-time faculty members and eligible dependents.

    - Faculty members who meet the eligibility requirements will be funded $550.00 each month not to exceed $6,600 for 2025-2026 plan year, to help offset the cost of employee premiums and so long as there are funds available. Should funds be exhausted, the employee may still enroll and will be responsible for 100% employee contribution.

    The following eligibility requirements shall apply for medical coverage:

    - 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 in any given semester.
    - 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.

DENTAL

- Offer Delta Dental HMO plan to all eligible part-time faculty members and eligible dependents.

    - Faculty members who meet the eligibility requirements will be funded $25.16 each month not to exceed $301.92 for 2025-2026 plan year, to help offset the cost of employee premiums and so long as there are funds available. Should funds be exhausted, the employee may still enroll and will be responsible for 100% employee contribution.

    - The District and the employee must commit to dental 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.

    The following eligibility requirements shall apply for dental coverage:

    - Eligible part-time faculty members must not be insured for dental 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.

PRIORITY FOR MEDICAL & DENTAL INSURANCE

- 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.

REIMBURSEMENT

- If there are remaining funds after enrollment of all interested Part-Time Faculty in the available medical or dental 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.

    - Part-time faculty must be actively employed in a district faculty position in any given semester.
    - If requesting reimbursement, the plan must be a comprehensive medical plan through Covered California.
    - The maximum monthly benefit amount for reimbursement will be $550.00. In the event the medical plan purchased is less than $550.00, the employee will receive the amount needed to cover the plan and will not receive additional compensation.
    - Priority will be established as follows:
        a. Shall be established by the earliest hire date.
        b. Any subsequent reimbursements are at the discretion of the District.

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

This Agreement is made and entered into this 12th day of June 2025.

SBCCD Kristina Hannon

Kristina Hannon (Jun 23, 2025 13:11 PDT)

Date: 6/12/2025

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

SBCCDTA

Jamie Salyer (Jun 26, 2025 17:20 PDT)

Date: 6/12/2025

Jamie Salyer, SBCCDTA Chief Negotiator