

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 27th day of March, 2020 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:

To begin to address "D" of Article 11: Health and Welfare Benefits, part-time faculty and their eligible dependents for the 2020-2021 academic year,

Effective September 1, 2020, the District shall:

1. Offer Anthem Blue Cross PPO High Deductible plan to all eligible part-time faculty and eligible dependents at 100% employee contribution.
2. Develop an interest list over a two-week period to determine how many adjuncts would be interested in enrolling.
3. Fund up to 65 adjuncts who meet the eligibility requirements at \$125 each month not to exceed \$1500 for 2020-2021, to help offset the cost of employee premiums. The maximum enrollment for this funding shall be 65 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. Applicants with the earliest hire date shall be given priority for the District funding within the initial enrollment period. Any subsequent enrollments are at the discretion of the District.
4. No employee already given approval for the District funding will be bumped from enrollment.

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

Dated: _____

Kristina Hannon, Vice Chancellor, Human Resources &
Police Services

Dated: _____

Sheri Lillard, SBCCDTA Lead Negotiator