

**MEMORANDUM OF UNDERSTANDING BETWEEN
RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT AND
FACULTY ASSOCIATION OF RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT CCA/CTA/NEA**

Part-Time Health Benefits

- 1) A part-time faculty member is defined as an individual who works 67% or less of a full-time faculty load pursuant to Education Code 87482.5.

 - 2) The District shall reimburse a portion of the cost of the medical health insurance premium for the part-time faculty members and their eligible dependents upon achieving either of the following:
 - a) Working at least 40% (6 LHE or an average of 14 hours per week for non-instructional) or more of a full-time contract in either the Fall or the Spring Semester.
 - i) For example, if a part-time faculty member works 6 LHE in the Fall and 0 LHE in the Spring, they are eligible for reimbursement of premium costs accrued only for Fall.
 - ii) If a part-time faculty member works 0 LHE in the Fall and 6 LHE in the Spring, they are eligible for reimbursement of premium costs accrued only for Spring.
 - iii) If a part-time faculty member works 6 LHE in the Fall and 6 LHE in the Spring, they are eligible for reimbursement of premium costs accrued during both Fall and Spring semesters.

 - b) Working a cumulative 40 percent (12 LHE or an average of 14 hours per week annually for non-instructional) or more of a full-time contract which can be achieved through work performed during both the Fall and Spring semesters.
 - i) For example, if a part-time faculty member works 3 LHE in Fall and 9 LHE in Spring, they are eligible for reimbursement of premium costs accrued only during Spring.
 - ii) If a part-time faculty member works 9 LHE in the Fall and 3 LHE in Spring, they are eligible for reimbursement of premium costs accrued during both Fall and Spring semesters.

 - 3) The purpose of this program is to provide an opportunity for individual part-time faculty members to receive a reimbursement towards the cost of securing a comprehensive medical plan. As this is reimbursement for costs accrued by the part-time faculty member, these semester reimbursements are not taxable.
 - i) Parameters:
 - Plan is required to be a comprehensive medical plan
 - There are two reimbursement payments available; one at the end of the Fall Semester and one at the end of the Spring Semester. The Fall Semester reimbursement payment covers any insurance premiums paid from June 1 through November 30. The Spring Semester reimbursement payment covers any insurance premiums paid from December 1 through May 31. Employees will receive actual amounts paid up to the semester maximum amount.
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The semester reimbursement scale is as follows:

Employee Monthly Cost	Semester Reimbursement
\$1 To \$500	Up to \$1,250
\$501 to \$900	Up to \$2,250
\$900 plus	Up to \$2,750
Medicare Recipients	Up to \$1,250

- 4) The District shall provide a semester reimbursement to qualified part-time faculty members for the purpose of purchasing medical health insurance. The total amount of the payments shall not exceed \$215,000 for the Fall Semester and \$215,000 for the Spring Semester. Once all eligible employees and amounts have been determined, if the total amount is greater than \$215,000 per semester, the allowance amounts will be reduced proportionately so that the total amount equals but does not exceed \$215,000 per semester. The parties agree to reopen part-time health insurance in Spring 2024.
- 5) This reimbursement shall be applied toward a qualified voluntary comprehensive health insurance program, not funded by the state, of the faculty member's individual arrangement and choice for the part-time faculty member who meets the following criteria:
- i) Eligibility is reviewed each fall and spring semester.
 - ii) Each semester the faculty member must submit no later than December 1 and June 1 by 5 p.m. in order to be eligible for the District reimbursement:
 - (a) A signed affidavit and official documentation of current enrollment and monthly premium cost paid by the employee in medical plan coverage. You are not eligible for reimbursement if you're enrolled in another employer's group medical plan.
 - (b) If coverage is terminated, the part-time faculty member must notify the District within 10 days of the date of termination. If the policy is terminated, the benefit will cease for the remainder of the semester.
 - (c) This program is subject to random District compliance audits.
 - iii) The District reimbursement will cease if the employee no longer meets the requirements of the above criteria.
 - iv) The District reimbursement will cease if the State of California discontinues funding the Part-Time Faculty Health Insurance Program (Education Code sections 87860 through 87868), in the subsequent fiscal year.
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v) The District reimbursement shall be paid through Accounts Payable.

This MOU will become a part of Article 5 of the FARSCCD CBA and is enforceable through the grievance procedure.

FARSCCD

District


Morrie Barembaum (Jul 27, 2023 12:56 PDT)


Alistair Winter (Jul 31, 2023 07:38 PDT)

Morrie Barembaum Date

Alistair Winter Date

President

Assistant Vice Chancellor, People and Culture
