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 3rd day of May, 2019 between the San Bernardino Community College District (hereinafter, "District") and the San Bernardino Community College District Teachers Association-CTA/NFA (hereinafter, "Association.")

WHEREAS, On April 12, 2019 the District and the Association reached and signed an MOU on Article 11—Health and Welfare Benefits that included comparison District research to be presented and was incorporated into the overall Tentative Agreement, and

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 2018-2019 academic year for implementation in 2019-2020, and

WHEREAS, The District has researched various plan offerings with insurance carriers to offer medical, dental and vision health benefits to part-time faculty. The District concluded that upon its research, no financially feasible option could be found that would allow the District to offer a medical plan 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 2019-2020 academic year.

The District shall

1. Disseminate a fact/instruction document that will explain vision benefit options, costs, and enrollment. Enrollment and payment of premiums will be coordinated between part-time faculty and VSP directly.

2. Effective September 1, 2019, fund the Delta Dental HMO Direct for eligible part-time faculty and eligible dependents at the 75% employer contribution/25% employee contribution. This funding is only for an exploratory process ending June 30, 2020. The maximum enrollment shall be 115 faculty. The established cap shall not be considered as a permanent cap to benefits for part-time faculty.

The following eligibility requirements shall apply:

1. Applicants who have existing coverage elsewhere are not eligible.
2. Applicants with the earliest hire date shall be given priority within the initial enrollment period. Any subsequent enrollments are at discretion of the District.
3. No employee already given approval will be bumped from enrollment.

The exploratory year is an attempt to collect data that will permit the District the opportunity to conduct a more realistic cost analysis of all benefits for part-time faculty. The District shall continue to look at all viable benefit options for part-time faculty with the goal of submitting a sustainable health and welfare plan, for implementation on July 1, 2020.

This MOU will sunset June 30, 2020.

This Memorandum of Understanding is agreed to as evidenced by the signatures below.

For the Association:

[Signature]
Patricia Menchaca, Lead Negotiator

For the District:

[Signature]
Kristina Hannon, Executive Director, Human Resources