

TENTATIVE AGREEMENT
BETWEEN THE
SOUTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT AND THE
SOUTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT FACULTY
ASSOCIATION, CTA/NEA

November 14, 2019

This Tentative Agreement is entered into between the South Orange County Community College District and the South Orange County Community College District Faculty Association, CTA/NEA (hereinafter referred to as the "Association") and is expressly made pursuant to the Education Employment Relations Act and the Collective Bargaining Agreement between the parties. All other provisions of the Collective Bargaining Agreement shall be deemed to remain unchanged except as set forth below or as otherwise mutually agreed:

ARTICLE XXVII
BENEFITS

[...]

27.2. Part-Time Faculty Health Insurance

- a) The purpose of this program is to provide an opportunity for individual part-time faculty members who are not provided health or medical insurance coverage through this District as a retired full-time faculty member, a family member's medical insurance plan, provided group plan, or other employer's medical insurance plan to receive an allowance to secure comprehensive medical coverage of their own choosing to receive an allowance for the purpose of securing a comprehensive medical plan.

Parameters:

- Plan is required to be a comprehensive medical plan
- District not responsible for STRS impacts for STRS Retirees

The monthly benefit amount is calculated as follows:

| <u>Employee Monthly Cost</u> | <u>Monthly Allowance</u> |
|------------------------------|--------------------------|
| <u>\$1 to \$99</u> | <u>= \$0</u> |
| <u>\$100 to \$250</u> | <u>= up to \$250</u> |
| <u>\$251 +</u> | <u>= up to \$500</u> |

Medicare Recipients = up to \$250

- b. Beginning in the Fall semester of 2019, the District shall provide a monthly allowance to qualified part-time faculty members for the purpose of purchasing comprehensive health insurance. The amount of the allowance will be determined each semester, and will be \$381,000 divided by the total number of qualified part-time faculty members who have filed an approved application for that semester, up to a maximum of \$500 per month, or \$2500 per

semester per part-time faculty member. **Once all eligible employees and amounts have been determined, if the total amount is greater than \$381,000, the allowance amounts will be reduced proportionately so that the total amount equals but does not exceed \$381,000.**

c. This allowance is toward a qualified voluntary comprehensive health insurance program of the faculty member's individual arrangement and choice for the part-time faculty member who meets the following criteria:

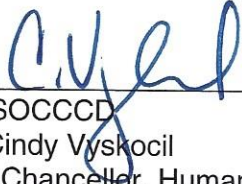
- (1) Eligibility is reviewed each semester.
- (2) The faculty member must be employed for a minimum of 12 LHE in the District in the 12-month period ending at the end of the prior semester (summer session counts toward meeting this requirement).
- (3) The faculty member must have been employed in the District for five semesters during a period of three years immediately preceding the end of the prior semester (summer session does not count toward meeting this requirement).
- (4) The faculty member must work a minimum of three LHE in the District during the semester for which the District contribution is to be made.
- (5) Each semester the faculty member must submit the following to the District Business Office no later than the September 10th and February 10th by 5 p.m. (PST) in order to be eligible for the District allowance:
 - (a) **A signed affidavit and official** Relevant documentation of current enrollment **and a monthly premium cost for the employee** in a voluntary Bronze, Silver, Gold, or Platinum medical plan provided through Covered California under the Patient Protection and Affordable Care Act, or an equivalent **comprehensive** medical or health insurance plan.
 - ~~(b) A signed affidavit attesting that the part-time faculty member is not eligible for health or medical insurance coverage through this District as a retired full-time faculty member, a family member's medical insurance plan, provided group plan, or other employer's medical insurance plan.~~

(c) 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.

[....]

103
104
105
106
107
108
109
110
111
112
113
114
115
116
117
118

**South Orange County Community
College District**



For SOCCCD
Dr. Cindy Vyskocil
Vice Chancellor, Human Resources

11/14/19

Date

**South Orange County Community College
District Faculty Association, CTA/NEA**



For SOCCCFEA
Lewis Long
Chief Negotiator

11/14/2019

Date