

**Los Rios College Federation of Teachers
(LRCFT) and
Los Rios Community College District (LRCCD)**

**Part Time Health Benefit
Memorandum of Understanding
December 13, 2022**

Intent Language

The Los Rios College Federation of Teachers (LRCFT) and the Los Rios Community College District (LRCCD) are committed to improving the health care benefits available to part time faculty working in Los Rios. In June 2022, the State Legislature and Governor Gavin Newsom ratified the 2022-2023 State Budget, which increased the state fund to reimburse districts providing healthcare options to part-time faculty from \$450,000 per year to \$200.49 million per year.

Congruent with the recently signed AB 190 (chaptered as Education Code Sections 87860 – 87868), which allows districts to receive up to 100% reimbursement (depending on statewide utilization of reimbursement funds) for their part-time faculty healthcare program provided they fulfill certain criteria, the LRCFT and LRCCD have negotiated access for individuals with a part-time faculty assignment in Los Rios of 40% (.4 FTE) or greater to the same health care coverage options at the same cost as Los Rios regular faculty.

The Federation and District acknowledge that as information related to the 2022 expansion of the Part-Time Community College Faculty Health Insurance Program continues to be issued by the State Chancellor's office, it may be necessary to revisit this MOU.

Agreements

1. Consistent with 3.1.3 of the LRCCD/LRCFT Collective Bargaining Agreement, adjunct faculty with a semester assignment of at least thirty percent (30%) of full-time (.30 FTE) or a minimum of four and one-half (4.5) formula hours are eligible to participate in the health/medical and dental plans offered by the District after successful completion of such assignment during two (2) of the last five (5) semesters.
2. **Amend article 3.3.2 to read:** For adjunct faculty with a semester assignment of ~~sixty~~ **forty** percent (**40%**) of full-time (~~60~~ **.40** FTE) or (~~9.0~~ **six (6.0)**) formula hours, the established District contribution levels as described in Appendix A for medical and

dental coverage shall be applied toward the premium cost of the selected plan(s). Adjunct faculty are not eligible for Health Savings Account contributions.

3. **Amend Article 3.3.3 to read:** For adjunct faculty with a semester assignment of less than ~~sixty~~ forty percent (~~60~~ 40%) of full-time (~~.60~~ .40 FTE) or ~~nine six~~ (~~9~~ 6.0) formula hours but at least thirty percent (30%) of full-time (.30 FTE) or four and one-half (4.5) formula hours, the District shall make a ~~pro-rata~~ 75% contribution of the established District contribution level for medical and/or dental insurance coverages selected by the employee.

4. **Multi-District Part-Time Faculty Healthcare Reimbursement**

- a. Eligibility

- i. To be eligible for reimbursement of a portion of their paid medical insurance premium, a multi-district part-time faculty member must meet all of the following criteria:

1. Multidistrict part-time faculty member must have teaching assignments at two or more community college districts that equal or exceed 40% of the cumulative equivalent of a minimum full-time teaching assignment;
 2. Multidistrict part-time faculty member, or their dependents whose premiums for health insurance are paid by an employer other than a community college district are not eligible to participate in the program;
 3. Multidistrict part-time faculty member with a teaching load of 40% or more at a single district that offers part-time faculty benefits are not eligible to participate in the program;
 4. Multidistrict part-time faculty member must have individually purchased a healthcare plan.

- ii. Certification

1. The Federation and District will develop mutually agreed upon documentation that the multi-district part time faculty member must complete as part of their participation in the reimbursement program.
 2. A qualifying multi-district part-time faculty member must provide the required documentation by August 23rd for each fall semester and February 10th for each spring

semester demonstrating they meet the eligibility requirements as stated in Section 4.a.i of this MOU.

iii. Reimbursement

1. Upon certification of the required documentation and the multi-district part-time faculty member's medical premium payment, the District shall issue a reimbursement equal to its share of this premium payment for up to six months. The District's share shall be determined by dividing the total health insurance premium paid by the multidistrict part-time faculty member by the total number of community college districts in which the multidistrict part-time faculty member currently holds an active assignment. The District's share shall not exceed that which it would have paid if the multi-district part-time faculty member had been a full-time faculty member purchasing the District's most commonly subscribed family medical plan.
 - a. Once documentation is certified, participating faculty will be reimbursed at most on a monthly basis.
5. The District will consult with Federation on changes to processes or forms used in Section 4 of this MOU.
6. As additional guidance from the California State Chancellor's Office becomes available, the Federation and District agree to revisit, and if necessary, revise this MOU.
7. The LRCFT and LRCCD agree to incorporate language of this benefit into the 2023-2026 Collective Bargaining Agreement.
8. If the District receives less than 100% reimbursement from the State for its medical premium and reimbursement expenses under this program, the parties may re-open negotiations on this topic at the end of the fiscal year in which the shortfall occurs.

Signed by:

For LRCFT: Jason Newman, President & Belinda Lum, Chief Negotiator

For LRCCD: Mario Rodriguez, EVC of Finance & Carrie Bray, Interim AVCHR