

6/9/25 2pm
AVCFT-CBA

Proposed Language for Adjunct Health Insurance

This Would Amend and Add to Section 1.2.2.3 of Article IX

- A. A Part-time faculty member whose teaching assignment equals or exceeds 40 percent of the cumulative equivalent of a minimum full-time teaching assignment (as defined by Ed. Code Section 87861) are eligible to receive full medical insurance benefits equal to benefits provided to full-time faculty by the District, as defined in section 1.2 of Article IX of the faculty CBA. In no event shall a part-time faculty member pay more than the actual individual premium paid by full-time faculty in the District.
- B. Notwithstanding section A, if a multidistrict part-time faculty member whose total teaching assignments at two or more community college districts equals or exceeds 40 percent of the cumulative equivalent of a minimum full-time teaching assignment (as defined by Ed. Code Section 87861) individually purchases health insurance benefits (including coverage for dependents), the multidistrict part-time faculty member shall be reimbursed for the District's proportionate share of their total health insurance premium. The District's proportionate 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 works for purposes of meeting the requirements of subdivision (b) of Section 87861, and multiplying that quotient by the percentage of health care cost paid by the District toward the total cost of the health insurance premium.
- C. A multidistrict part-time faculty member may purchase benefits from the District. The District shall reimburse its proportionate share of the multidistrict part-time faculty member's total health insurance premium as described in Section B above.
- D. Part-time Faculty who have previously qualified for benefits, and who subsequently fall below a forty percent (40%) assignment for a semester may remain in the benefits program up to two semesters.
- E. For the purposes of this article, a 40% teaching assignment shall either be calculated as load per semester or as an average of teaching load over the academic year, whichever calculation qualifies the adjunct for insurance coverage.
- F. The benefit periods are July through December for Fall semester and January through June for Spring semester.
- G. The district may require verification of multidistrict part-time faculty eligibility and adherence to Section B no more than once per benefits period (as defined in Section F) and that verification shall allow for reimbursement of multidistrict part-time faculty for the entire benefits period.