

CHAFFEY COMMUNITY COLLEGE DISTRICT-CHAFFEY COLLEGE FACULTY ASSOCIATION

MEMORANDUM OF UNDERSTANDING (MOU) PERTAINING TO TEMPORARY, PART-TIME FACULTY

MEDICAL/DENTAL BENEFITS

This Memorandum of Understanding ("MOU") is made by and between the Chaffey Community College District ("District") and the Chaffey College Faculty Association ("CCFA") regarding temporary, part-time faculty medical/dental benefits.

Whereas, on June 22, 2023, CCFA and the District entered into a successor collective bargaining agreement which established, in Article 11.5, a medical/dental reimbursement program for temporary, part-time faculty;

Whereas, the parties intended that the \$200,000 allocated toward the medical/dental program would be fully utilized by part-time temporary faculty;

Whereas, the \$200,000 allocated toward the medical/dental program has been underutilized by part-time temporary faculty and the funds have not been expended, as planned;

Whereas, the parties intended that the medical/dental program would be used to advance equitable medical/dental benefits to part-time employees who had not been eligible for medical/dental benefits provided to full-time faculty members;

Whereas, the program has been used by emeritus faculty who either have or had full medical and dental benefits from the District;

Whereas, the parties mutually agree that reducing the eligibility period from completion of one (1) primary term assignment (fall or spring) is sufficient to properly administer the program;

Whereas, the parties mutually agree that the reimbursement shall only apply to actual expenses paid to a provider for the employee; and

Now, Therefore, the parties mutually agree to the following adjustments to Article 11.5 of the collective bargaining agreement, effective January 1, 2025:

11.5 Part-Time Medical/Dental Benefits

Each academic year the District shall allocate \$200,000 towards the medical/dental benefits programs as outlined below. Half of the allocation is to be used for the fall term and half for the spring term (primary terms). When the allotment has been exhausted, medical/dental benefits reimbursement will no longer be funded. This reimbursement shall only apply to actual expenses paid to a provider for the employee, may include premiums and out-of-pocket costs for medical/dental care delivered by a licensed medical practitioner, and shall not include co-pays or elective or cosmetic treatments. The reimbursement will be issued on a first come-first served basis until funds are exhausted.

Part-time faculty are eligible to participate in the Medical/Dental Benefits Program if they:

- a) Have a regularly scheduled assignment during each term of their participation; and
- b) Have had a regularly scheduled assignment at the District for at least ~~two (2)~~ one (1) primary terms (fall or spring) immediately prior to the first term of their participation; and
- c) Did not retire from the District as a full-time employee.

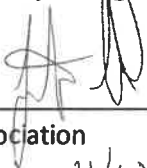
If a part-time faculty member does not have a regularly scheduled assignment in a primary term (fall or spring), they will be deemed ineligible to participate until they again meet the criteria of (a) and (b) above.

The District will reimburse the part-time faculty member up to ~~\$600~~ \$800 per term (fall and spring) for their actual expenses paid for ~~cost of~~ medical/dental benefits with appropriate application and verification of insurance or out-of-pocket expense. The application must be submitted within 30 days of the cost being incurred. Reimbursements are issued on a first come, first served basis.

At the expiration of the 2023-26 collective bargaining agreement, ~~this MOU Agreement~~ ~~this section~~ will sunset and be evaluated during the next bargaining cycle.

IN WITNESS WHEREOF, the parties hereto have executed this Memorandum of Understanding this ____ day of 12/12, 2024.

Chaffey College Faculty Association



Association

Date: 11/18/2024

Chaffey Community College District



District

Date: 12/12/24