

Memorandum of Understanding Article 12 - Medical Benefits 2024-2025 Academic Year

This agreement is between the Citrus College Adjunct Faculty Federation ("Federation") and the Citrus Community College District ("District") and is entered into for the purpose of implementing Education Code Sections 87861, 87862, 87863, 87864, 87865 and, 87867, in recognition of the 2022-2023 State Budget which enacted an increase in the state fund to reimburse districts providing healthcare options to part-time faculty, from \$490,000 per year to \$200.49 million per year. This agreement is for the 2024-2025 academic year only. The Federation and the District agree as follows:

1. Unit members whose fall 2024 semester or spring 2025 semester teaching assignment at the district equals or exceeds 40% of a full-time faculty assignment, defined as six (6) LHE, measured as of the census date, or 12 hours per week for unit members with an hourly assignment, are eligible to enroll in one of the district's medical¹ insurance plans equal to what is provided to the District's full-time faculty (currently at no cost.)
2. Unit members must be assigned to and must maintain a 40% assignment in each of the fall 2024 and spring 2025 semesters, for eligibility to enroll and receive medical benefits as described in section 1 above.
3. Unit members or their dependents whose premiums for health insurance are paid by an employer other than a California community college district are not eligible to participate in this program.
4. MULTIDISTRICT PART-TIME FACULTY: Unit members whose fall 2024 semester or spring 2025 semester teaching assignment at the district is below 40% of a full-time faculty assignment but based on assignments at one or more other California community colleges, equals or exceeds 40% of a minimum full-time faculty assignment, as defined in section 1 above, may be eligible for reimbursement under the multidistrict part-time faculty program under Education Code Sections 87861(b), 87863(b) and 87865. To be eligible for reimbursement under this program, unit members must meet all of the following criteria:
 - a) Must hold and maintain assignments at Citrus College and one or more other California community college districts, equal to or exceeding 40%;
 - b) Multidistrict unit members or their dependents whose premiums for health insurance are paid by an employer other than a community college district are not eligible to participate;
 - c) Multidistrict unit members with an assignment load of 40% or more at a single California community college district that offers part-time faculty benefits are not eligible to participate;
 - d) A qualifying multidistrict unit member must provide timely documentation as requested by the District, demonstrating they meet the eligibility requirements as stated herein (documentation shall be required once per each qualifying semester);
 - e) Upon receipt and District certification of the required documentation, including evidence of the multidistrict unit member's medical premium payment, the District shall issue a reimbursement, each qualifying semester, equal to its proportionate share which shall be determined by dividing the total medical insurance premium paid by the multidistrict unit member by the total number of California community college districts in which the multidistrict unit member holds a current, active

¹ This does not include Dental, Vision or Life Insurance benefits.

assignment to meet the minimum required load (as specified above). At no point shall the District's proportionate share exceed that which it would have paid if the multidistrict unit member had been a full-time faculty member participating in the District's most commonly subscribed plan.

5. Unit members enrolled in the District's medical program shall remain on the District's medical plan during the subsequent intersession in the following instances:
 - a) Unit members enrolled in the District's medical program in the spring 2024 semester, and who prior to the conclusion of the semester have a verified assignment for the fall 2024 semester, which equals or exceeds 40% of a full-time faculty assignment, will remain on the District's medical plan throughout the summer 2024 intersession and fall 2024 semester, as long as they remain in eligible status at the measurement period for the fall 2024 semester, as defined in this Agreement.
 - b) Unit members enrolled in the District's medical program in the fall 2024 semester, and who prior to the conclusion of the semester have a verified assignment for the spring 2025 semester, which equals or exceeds 40% of a full-time faculty assignment, will remain on the District's medical plan throughout the winter 2025 intersession and spring 2025 semester, as long as they remain in eligible status at the measurement period for the spring 2025 semester, as defined in this Agreement.
 - c) Unit members who do not have a verified assignment for an upcoming fall or spring semester, as outlined in paragraph a or b above, will not receive District-paid medical benefits and will become eligible to enroll in COBRA, as outlined in paragraph 6 of this agreement.
6. Unit members who have enrolled in the District's medical plan who later become ineligible, either after census date or at the conclusion of the fall or spring semester, except as indicated in Paragraph 6 of this Agreement, will not receive District-paid medical benefits. Unit members who become ineligible will receive appropriate Consolidated Omnibus Budget Reconciliation Act (COBRA) notices. Unit members will then be eligible to enroll in COBRA at their own expense according to the laws and regulations governing COBRA.
7. This agreement is contingent upon state funding and if the state does not reimburse the District for 100% of the medical costs for unit members, this agreement will be extinguished and its terms will be null and void.
8. This agreement shall expressly expire on June 30, 2025, at which time Article 12 Medical Benefits of the Collective Bargaining Agreement shall be in place. If the funding for the part-time faculty health insurance program as defined in the preamble to this memorandum of understanding continues into the 2025-2026 fiscal year, the District and the Federation shall negotiate concerning part-time faculty medical benefits.

For the District Date

For the Federation Date

[Dates and signatures of the parties for the District and for the Association are available on the last page of this PDF.]

**Memorandum of Understanding
Article 12- Medical Benefits
2024-2025 Academic Year**

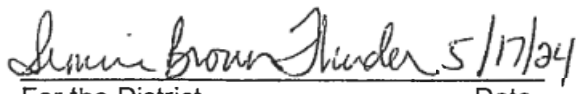
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 - e) Upon receipt and District certification of the required documentation, including evidence of the multidistrict unit member's medical premium payment, the District shall issue a reimbursement, each qualifying semester, equal to its proportionate share which shall be determined by dividing the total medical insurance premium paid by the multidistrict unit member by the total number of California community college districts

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in which the multidistrict unit member holds a current, active assignment to meet the minimum required load (as specified above). At no point shall the District's proportionate share exceed that which it would have paid if the multidistrict unit member had been a full-time faculty member participating in the District's most commonly subscribed plan.

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For the District Date


For the Federation Date