

**Memorandum of Understanding and Agreement
By and Between
State Center Community College District
And
State Center Federation of Teachers, Local 1533**

Part-Time Faculty Health Insurance Pilot Program

This non-precedent setting Memorandum of Understanding and Agreement (“MOU”) is entered into by and between the State Center Community College District (hereinafter referred to as “District” or “Employer”) and the State Center Federation of Teachers, Local 1533 (hereinafter referred to as “Exclusive Representative” or “Federation”).

The Federation and District agree as follows:

- A part-time faculty health insurance pilot program will not take effect unless and/or until the District, within its sole discretion, determines that the below conditions have been simultaneously met. Following the District’s determination, it will communicate its assessment to the Federation.
- The following four conditions must be simultaneously met:
 - The District certifies to the Board that it has sufficient funding to cover the maximum potential cost of the program for the full year;
 - The District actually receives subsidy or reimbursement from the State Chancellor’s office for 50% of the cost of the program for that year;
 - The enrollment of part-time faculty on the District’s current plans does not cause the carriers to re-rate and increase the premiums on the plans for all employee groups; and
 - The Board of Trustees authorizes the hiring of two additional temporary employees in the Human Resources/Benefits department to administer the pilot program.
- If the above conditions are met and the pilot program is in effect, but the District determines in its sole discretion that any one of the conditions at any time has ceased to be met, the pilot program will immediately end, and this MOU will immediately sunset.
- If all conditions are met and remain met, as determined within the sole discretion of the District, then only for the limited duration of this pilot program (October 1, 2024 through September 30, 2026, and specifically sunseting on September 30, 2026):
 - Effective October 1, 2024 and continuing until September 30, 2026, the District will offer a pilot program for health insurance for part-time faculty that have 50% of a full-time faculty assigned load or higher for the Fall semester AND
 - 50% of a full-time faculty assigned load or higher for the Spring semester
or
 - 50% average of a full-time assigned load or higher for the Fall and Spring semesters combined.

- 50% of a full-time faculty assigned load is equivalent to the following:
 - Instructional – 7.5 FTEs
 - Non-Instruction – 17.5 hours

- The District will provide District-sponsored group medical insurance plan coverage for eligible part-time unit members and their eligible dependents, conditioned upon the provisions of this MOU and applicable law.

- For eligible part-time unit members who elect to enroll in one the available District-sponsored group medical insurance plans, the unit member and their eligible dependents will become eligible on the first of month following date of qualification, upon prior completion of enrollment requirements.

- For eligible part-time unit members who elect to enroll on a District-sponsored group medical insurance plan, medical insurance plan coverage is designed to cover an entire year when the eligible part-time faculty unit members meet the qualifying requirements for coverage in both the Fall and Spring semesters. Each semester will equate to six months of coverage. The following identifies the semester and the corresponding months of coverage:
 - Fall Semester: September*, October, November, December, January, February
 - Spring Semester: March, April, May, June, July, August
 (*For 2024 September will not be covered due to pilot program beginning October 1, 2024; for Fall 2026, coverage will only be for the one month of September 2026 as the pilot program will end on September 30, 2026, unless otherwise agreed to by the parties in writing.)

- For eligible part-time unit members who elect to enroll on a District-sponsored group medical insurance plan, the District contribution toward the medical premium will be one-thousand one hundred fifty dollars (\$1,250.00) per month per eligible unit member. The part-time unit member will pay the difference between the District contribution and the cost of any premium in excess of the District contribution for the selected medical plan. If the premium is below the District's contribution, the District contribution will be the actual premium amount.

- Part-time unit members who are eligible for coverage under this pilot program may waive coverage if they submit proof of other coverage and submit a waiver of employer-sponsored medical coverage form to the Human Resources department within thirty-one (31) days of being notified of eligibility for enrollment. If the unit member does not submit proof of other coverage to waive, they will be enrolled in the medical plan with the lowest employee cost.

- District-sponsored group medical insurance plan coverage will remain in effect during approved leaves, except as otherwise provided in the District's leave provisions or the District's Section 125 cafeteria plan, providing unit members pay, in accordance with insurance carrier, District, and legal requirements, both District and unit member premium contributions. Failure of a unit member to pay required premiums will result in termination of coverage.

- If an eligible part-time unit member fails to complete and submit the benefit enrollment process in BenefitBridge, the District’s online benefit enrollment administration portal, within thirty-one (31) calendar days from the date of eligibility, which includes the date of eligibility, they may not enroll in the plan for that year, unless they have a Qualifying Life Event (e.g., marriage, divorce, loss of other coverage) as specified in the District’s Section 125 cafeteria plan. An eligible part-time unit member who chooses not to participate in the program must wait until the next open enrollment period to join the program, should they become eligible. If situations where an eligible part-time unit member experiences a Qualifying Life event, the member will have thirty-one calendar days from the date of the Qualify Life event to complete the enrollment or termination process in BenefitBridge.
- Part-time unit members who qualify and enroll in a District-sponsored group medical insurance plan who separate from the District or who subsequently fail to qualify for the following year, may have the option to continue their District-sponsored medical insurance plan at their own expense as afforded under COBRA legislation. All COBRA plans are administered directly through the District’s third-party administrator.
- Part-time unit members are not eligible for dental, vision, life, or long-term disability insurance. Part-time unit members are not eligible for any retiree medical insurance benefits should they retire from the District.

The parties agree that the terms of this MOU are non-precedential and will not constitute any waiver of any rights not specifically addressed in this agreement.

By affixing their signatures to this MOU, the parties acknowledge that the matters set forth are agreed and the Federation will present this tentative agreement to their members for a ratification vote within three weeks. The signatories signify they are the authorized representatives of the parties to this MOU and that all actions necessary for the parties to ratify and accept this MOU as a binding and bilateral agreement will be completed in the manner required by each party or by the law.

This Agreement is made this 30 day of May in the year 2024 in the City of Fresno, County of Fresno, State of California.

State Center Community College District



Julianna D. Mosier, Vice Chancellor, HR

State Center Federation of Teachers



Keith Ford (May 28, 2024 10:59 PDT)

Keith Ford, President



Ryen Hirata, Lead Negotiator