

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

**Sierra_Joint District Medical Insurance Program
Memorandum of Understanding
July 17, 2023**

Intent Language

The Budget Act of 2022 includes \$200 million in the ongoing Proposition 98 General Fund to augment the Part-Time Faculty Health Insurance Program to expand healthcare coverage provided to part-time faculty by community college districts.

During the fiscal year 2022-23, LRCCD made changes to their part-time faculty health insurance program to meet all four of the new requirements in Education Code section 87867 (b) to receive up to 100% reimbursement of the total cost of premiums paid for health insurance coverage of participating part-time faculty, multidistrict part-time faculty, and their dependents. One of the four requirements is to offer part-time faculty the same health insurance benefits provided to the full-time faculty at the community college district. To meet this requirement, Los Rios changed the part-time faculty teaching assignment requirement from at least 60% to at least 40% of a full-time assignment to receive the full district contribution toward benefits for that semester.

Due to the significant changes to the Los Rios Part-Time Faculty Health Insurance Program, The Los Rios College Federation of Teachers (LRCFT) and the LRCCD wish to amend Article 3.3.5. In addition, LRCCD will modify the terms of the Sierra College and Los Rios Memorandum of Understanding Regarding Medical Insurance for Part-time Faculty (MOU) to reflect Article 3.3.5 amendments.

Agreements

- 3.3.5 *Joint District Medical Insurance Program*
 - 3.3.5.1 Eligible adjunct faculty who plan to participate in the District medical program and who also teach credit courses in the Sierra Community College District may include such courses for Los Rios medical benefits if the total credit workload is equal to or greater than fortypercent (40%) of full-time (equal to or greater than .40 FTE), thus reducing the employee cost of medical insurance.
 - 3.3.5.2 The joint District program applies to medical insurance benefits only.
 - 3.3.5.3 The adjunct faculty member must file form CCFS-36 with the District, certifying all credit courses taught at both districts, by

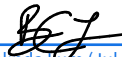
August 23 (for fall semester benefits) and January 28 (for spring semester benefits).

- 3.3.5.4 The District will extend benefits on the basis of the employee certification. The District will then confirm the certified workload with Sierra Community College District.
 - 3.3.5.4.1 If the workload confirmed by Sierra Community College District differs from the workload certified by the employee, the employee will be given ten (10) working days to reconcile the difference.
 - 3.3.5.4.2 If the variance is not reconciled within ten (10) working days, or if the employee-certified amount is determined to be incorrect, the District will adjust or cancel benefits accordingly.
 - 3.3.5.4.3 The medical insurance will be canceled retroactively when possible and the employee will be responsible for medical or insurance costs incurred.
- 3.3.5.5 All other conditions and terms of the Los Rios adjunct health insurance program, including documentation and deadlines, must be followed in order to participate in the Joint District Medical Insurance Program.
- 3.3.5.6 This joint program with Sierra Community College District is dependent upon state funding and mutual agreement between the districts. The inter-district agreement grants each District the right to terminate or modify the inter-district agreement at any time if there are material changes in the subject matter of the agreement, including changes in legislation, State funding of the program, changes in insurance rates or coverage, plan changes due to collective bargaining, or any other cause. Therefore, this joint district program may be altered or terminated at the end of any six-month coverage period due to changes in State funding or the inter-district agreement. If such changes should occur, the District will notify LRCFT of such changes. Either LRCFT or the District may elect to renegotiate this article within thirty (30) days of such notice to LRCFT. If neither LRCFT nor the District elects to renegotiate, the changes will be implemented without such renegotiations.
- 3.3.5.7 Any State revenues received in support of this joint program will be available to LRCFT as a funding source as described in Appendix A of this Agreement.

3.3.6 The increased cost of the District contribution for eligible adjunct faculty shall be included in the cost calculations defined in Appendix A.

**LRCFT Representative Approval:
Approval:**

LRCCD Representative


Belinda Lum (Jul 27, 2023 10:40 PDT)

Signature

07/27/2023


Date



Signature

07/30/2023

Date


jason newman (Jul 28, 2023 04:38 PDT)

Signature

07/28/2023

Date



Signature

07/30/2023

Date