

MEMORANDUM OF UNDERSTANDING
Between the
Santa Barbara Community College District
And
Santa Barbara City College Faculty Association

This Memorandum of Understanding (MOU) is agreed between Santa Barbara Community College District (District) and the SBCC Faculty Association (FA) for Part time faculty health insurance.

Background:

The Budget Act of 2022 appropriated \$200.49 million to this program. Districts can qualify for 100% reimbursement of their PT health care costs as long as the part-time faculty has the option to participate in a plan with benefits comparable to the most popular family plan offered to full-time faculty (excluding dental and vision). AB 190 expanded the program to include multi-district PT faculty (those who achieve a 40% load through working in more than one district).

Agreement:

The District and the FA share an interest in supporting the health and wellness of qualifying part-time faculty and their qualifying dependents in a fiscally responsible manner. The following is contingent upon the District receiving reimbursement from the California Community College State Chancellor's Office through the Part-Time Faculty Health Insurance Program. Except in cases where the District did not complete appropriate steps to claim reimbursement, if the State program does not fully reimburse the District for costs claimed, then the District and FA will negotiate continuance, discontinuance, or modification of this offering. This MOU updates Appendix B "Part Time Faculty Insurance" of the parties' 2021-2024 Collective Bargaining Agreement. Updates to this program are not retroactive and begin October 1, 2025 when the new benefits year begins.

Appendix B: Part Time Faculty Health Insurance

B.1 Participation of Part-time Faculty in SBCC Health Insurance Program

B.1.1 Scope of Participation

B.1.1.1 Participation shall be limited to medical insurance only.

B.1.1.2 Participation is limited to the same District approved SISC health insurance plan offerings as Full Time Faculty. Only part-time faculty who meet the eligibility requirements described below are able to enroll in a District sponsored plan. District medical insurance premium contributions for eligible Part-Time credit faculty will be the same as those offered to full-time faculty.

B.1.2 Administration of Part-time Faculty Health Insurance

B.1.2.1 Participation in the above plan shall be voluntary.

B.1.2.2 Part-time faculty will not be eligible for any "waiver" amount.

B.1.2.3 Participation must be administered by the college through payroll deductions and can be done on a pre-tax basis.

B.1.2.4 COBRA Statement: A part-time faculty member covered by the district part-time faculty medical plan has the right to choose continuation coverage for up to 18 months if they lose this group health coverage because of loss of eligibility or termination of employment (other than for reasons of gross misconduct.)

B.1.3 Levels of Participation

Tier I: Multi-District eligible credit part-time faculty must have an active assignment at Santa Barbara City College District (SBCCD) and must work at least 40% (6 TLUs) in combined assignments with other California Community College Districts each primary major semester (Fall and Spring). Tier I eligible credit part-time faculty will purchase their own insurance and be eligible for premium cost reimbursement by the District, up to the proportionate share* of the credit part-time faculty's assignments at District, with a reimbursement not to exceed the District's health insurance premium contribution for Full-Time faculty.

*proportionate to total assignment across multiple districts

Tier II: Credit part-time faculty are eligible to receive the same medical insurance premium contributions as full-time faculty when enrolled in a District approved SISC health insurance plan. Tier II part-time faculty must teach at least 40% of a full-time credit load averaging between primary semester (Fall and Spring) and either the preceding summer of the following summer (for initial enrollment only the following summer). For eligibility purposes, late start classes will be treated equivalent to full semester length classes.

B.1.4 Eligibility for Initial Participation in Tier II.

B.1.4.1 This offer is open to part time faculty who have achieved seniority rehire preference. This seniority rehire preference is currently achieved after four (4) completed primary semesters of service with three (3) satisfactory evaluations per Article 12.3.a.

B.1.4.2 For the purposes of qualifying for the part-time health insurance coverage, credit load and credit employment include classroom teaching, counseling, and librarian and services in the credit program.

B.1.4.3 The part-time faculty member must not be receiving health insurance coverage from another employer either directly or as a spouse, domestic partner or dependent. Exceptions for Medicare as Secondary Payer equivalent to what is allowable for full time faculty will apply.

B.1.5 Continued Participation in Tier II

B.1.5.1 After enrollment, continued participation requires completion of at least 40% (6 TLUs) or more regular credit part-time employment at the District averaging over primary semesters each academic year and the following summer.

B.1.6 Temporary Contracts

B.1.6.1 For the purpose of Appendix B, a temporary full time contract should be considered equivalent to part-time employment.

For the Faculty Association:



Cornelia Alsheimer-Barthel, Ph.D.
Faculty Association President

For the Santa Barbara City College District:



Daniel Le Guen-Schmidt, SHRM-CP
District Lead Negotiator
Vice President Human Resources

Board Approved:









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Final Audit Report

2025-05-08

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