

Memorandum of Understanding  
 between the  
 All Faculty Association  
 and the  
 Sonoma County Junior College District  
 Article 10  
 July 21, 2015

**10.03 BASIC CONTRACT FACULTY BENEFITS:** For each contract faculty member with a 100 percent contract who elects to enroll in District medical, dental, vision, life insurance, or long-term disability plans, the District will pay premium costs, minus out-of-pocket premium costs paid by the faculty member as specified in 10.05.B. If the contract faculty member is working less than a 100 percent contract (other than as specified in 24.02), then the District will pay the pro-rata share of premium costs, and the faculty member will pay the balance.

**10.03.A Medical Benefits:** The District will provide ~~four~~five medical group plan options for contract faculty members and eligible dependents: Kaiser HMO, Blue Shield HMO, Blue Shield PPO, Kaiser Account Based Health Plan (ABHP), and Blue Shield ABHP. Self Insured Schools of California (SISC) will administer these plans. Other plans may be added by mutual agreement and negotiation. The benefit year begins October 1. Implementation of the ABHPs will begin on January 1, 2016 and thereafter renew on the regular benefit year. No individual may be enrolled in more than one District medical group plan.

**10.04 PART-TIME COMMUNITY COLLEGE FACULTY HEALTH INSURANCE PROGRAM:** The District will provide access to the Part-Time Community College Faculty Health Insurance Program (also known as the Adjunct Medical Benefits program [AMBP]) to eligible adjunct faculty members. Under this plan, the District will provide the medical group plans provided to contract faculty (10.03.A). A participating adjunct faculty member will pay 50 percent of the ~~premium~~ cost for the plan selected.

**10.05.B Blue Shield PPO and HMO:** The District will assume the premium costs less the faculty out-of-pocket monthly premium costs, which will be equal to a proportion (as specified in Table 10.1) of the difference of the annual premium cost between that plan and the premium cost of the Kaiser HMO plan by tier.

Benefit Year	Proportion
2016 (beginning January 1, 2016)	<del>70</del> <u>40</u> %
2017 (beginning October 1, 2016)	<del>85</del> <u>70</u> %
2018 and thereafter (beginning October 1 of the previous year)	100%

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Julie Thompson  
 President  
 All Faculty Association

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Dr. Frank Chong  
 Superintendent/President,  
 Sonoma County Junior College District