

**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-

will not take effect unless and/or until the

District, within its sole discretion, determines that the below conditions have been simultaneously met.  
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 office for 50% of the cost of the program for that year;
  - The enrollment of part- 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

If an eligible part-time unit member fails to complete and submit the benefit enrollment

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)

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 -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 wai9 38.27 Tm(-)Tjy0

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