

Snapshot of Adjunct Health Benefits in Bay Area Community College Districts

District	Criteria to qualify	Description of Coverage
San Francisco	<ul style="list-style-type: none"> • Must have taught ≥ 3 semesters • Must teach $\geq 50\%$ FTE load 	<ul style="list-style-type: none"> • Full enrollment in group plan • 3 plans available (Kaiser, Blue Shield, Healthy San Francisco) • Employee contributes \$0-\$280/month depending on plan • District contributes 50-100% of premium depending on plan • District will cover spouses & dependents
Marin	Must teach ≥ 12 credits in academic year or ≥ 6 credits in Fall	<ul style="list-style-type: none"> • Full enrollment in 1 group plan (Kaiser) • District contributes 100% of premium for one employee and one dependent
Contra Costa	<ul style="list-style-type: none"> • Must teach average annual load $\geq 30\%$ FTE 	<ul style="list-style-type: none"> • Full enrollment in group plan • District covers 50% of health & dental premium for employees working 30-50% FTE. • District matches contribution with faculty FTE load (e.g., 60% contribution for 60% FTE)
Peralta	<ul style="list-style-type: none"> • Must teach $\geq 40\%$ FTE load 	<ul style="list-style-type: none"> • Full enrollment in 1 group plan (Kaiser) • District contributes 50% of premium
Foothill/De Anza	<ul style="list-style-type: none"> • Must have re-employment reference • Must teach $\geq 40\%$ FTE load 	<ul style="list-style-type: none"> • Employee enrolls in CalPERS basic plan • District contributes a scaled amount of 40-60% of premium depending on FTE load of faculty
Chabot/Las Positas	Must teach $\geq 40\%$ FTE load	<ul style="list-style-type: none"> • Full enrollment in one group plan (Kaiser) • District contributes 50% of premium
San Jose/ Evergreen	Must teach $\geq 40\%$ FTE load	<ul style="list-style-type: none"> • Full enrollment in one group plan (Kaiser) • District contributes 50% of premium • Spouses & dependents are eligible, but adjunct must pay 100% of their premium
West Valley/ Mission	<ul style="list-style-type: none"> • Must teach $\geq 40\%$ FTE load • Must have taught $\geq 40\%$ FTE the previous 3 semesters 	<ul style="list-style-type: none"> • Reimburses adjuncts up to \$1000 per semester for premiums or other claims
San Mateo	<ul style="list-style-type: none"> • Must teach $\geq 40\%$ FTE load • Must complete a 40% FTE load prior 	<ul style="list-style-type: none"> • Reimburses adjuncts up to \$600 per semester for health-related expenses
Ohlone	No plan offered	