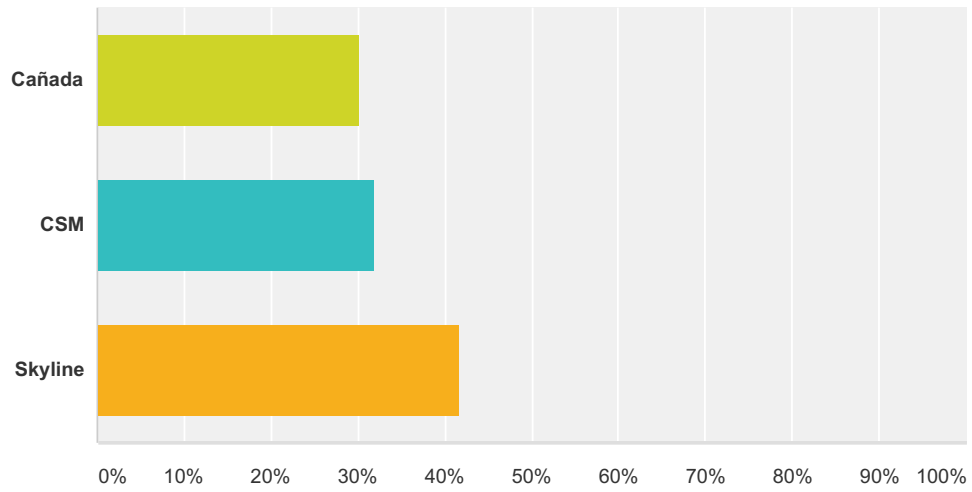


### Q1 Where do you teach in the district?

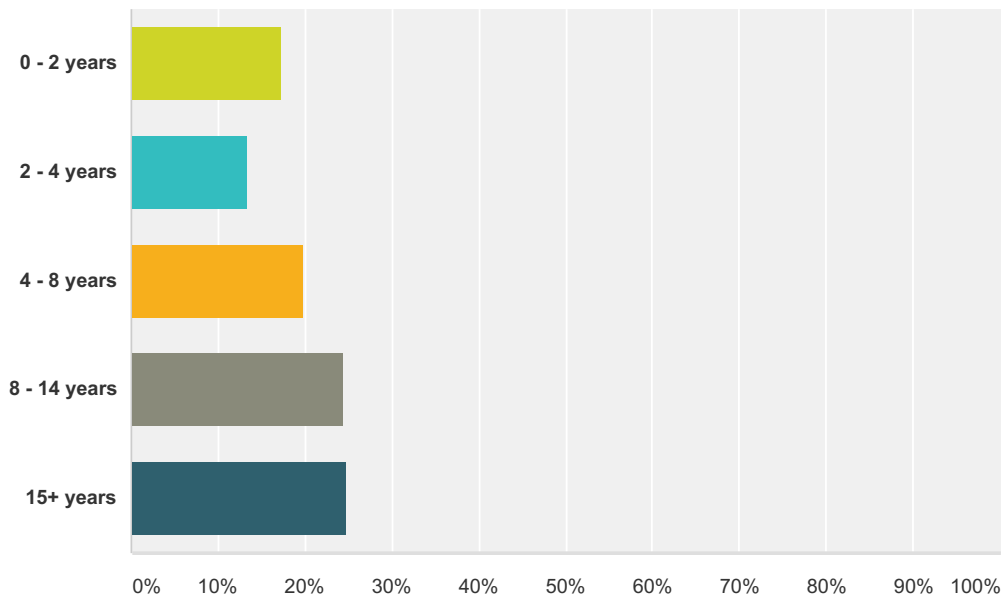
Answered: 201 Skipped: 1



Answer Choices	Responses
Cañada	30.35% 61
CSM	31.84% 64
Skyline	41.79% 84
<b>Total Respondents: 201</b>	

### Q3 How long have you worked in the District?

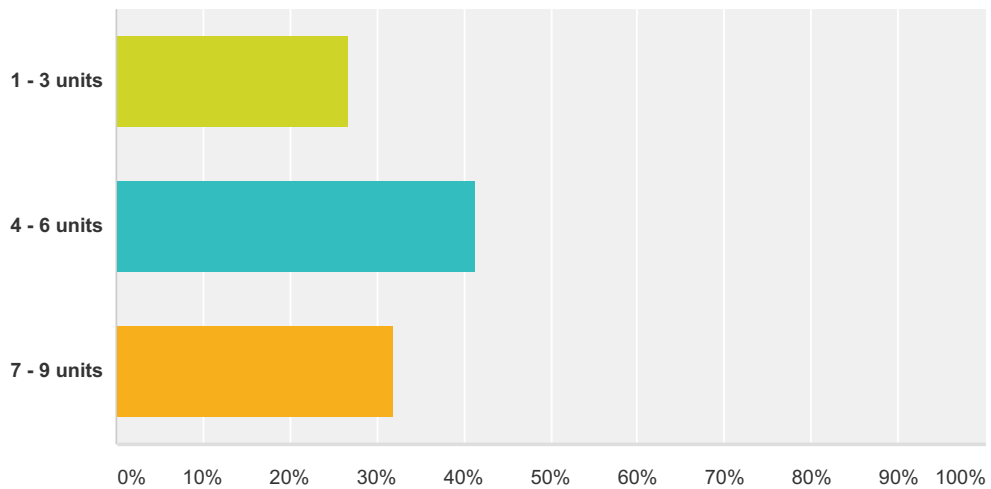
Answered: 201 Skipped: 1



Answer Choices	Responses
0 - 2 years	17.41% 35
2 - 4 years	13.43% 27
4 - 8 years	19.90% 40
8 - 14 years	24.38% 49
15+ years	24.88% 50
<b>Total</b>	<b>201</b>

### Q4 How many units are you currently teaching?

Answered: 169 Skipped: 33

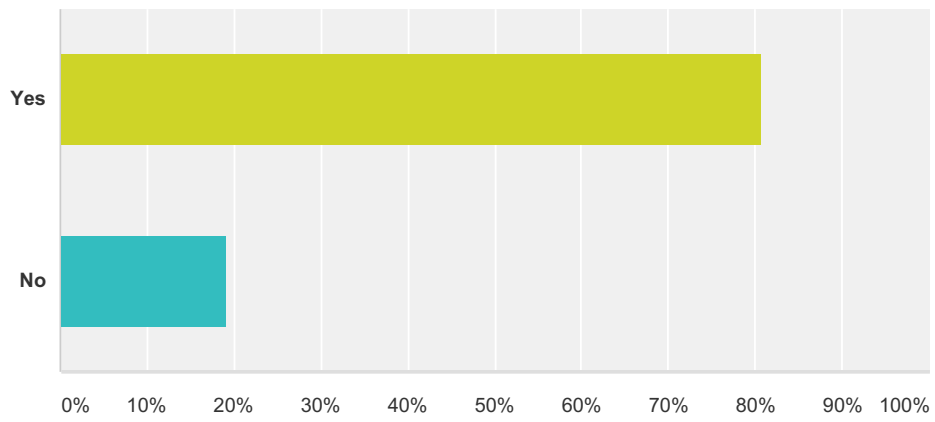


Answer Choices	Responses
1 - 3 units	26.63% 45
4 - 6 units	41.42% 70
7 - 9 units	31.95% 54
<b>Total</b>	<b>169</b>

#	Other (please specify)	Date
1	No class, counseling 12 hours per week.	2/11/2015 5:36 PM
2	Also work reference desk hours at the library	2/11/2015 11:34 AM
3	20 hours Counseling	2/11/2015 10:24 AM
4	none at this time	2/10/2015 3:35 PM
5	4 hours per week	2/10/2015 1:28 PM
6	10	2/10/2015 1:25 PM
7	scheduled 6 unit but class cut due to low enrollment (7 students)	2/9/2015 1:48 PM
8	I coordinate the annual conference for the ECE Department	2/9/2015 1:30 PM
9	10 here and 5 in another district	2/9/2015 1:24 PM
10	19 hours per week in the health center, clinician	2/9/2015 1:21 PM
11	Non-teaching faculty: adjunct faculty/counselor	2/9/2015 1:07 PM
12	INTD360	2/5/2015 9:28 AM
13	15	2/4/2015 3:48 PM
14	counselor	1/28/2015 12:49 PM
15	plus monitoring the ISC center for 4 lab hours per week	1/28/2015 10:22 AM

### Q5 Are you aware of the part-time medical stipend?

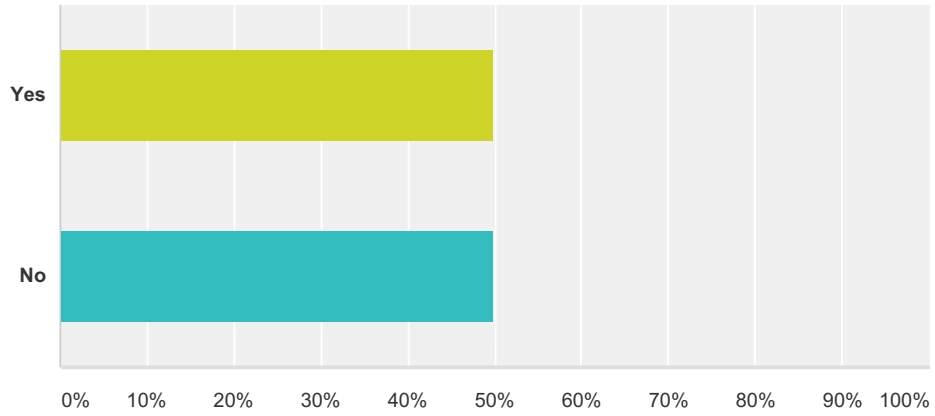
Answered: 202 Skipped: 0



Answer Choices	Responses
Yes	80.69% 163
No	19.31% 39
<b>Total</b>	<b>202</b>

### Q6 If you aware of the part-time medical stipend, have you ever applied for reimbursement?

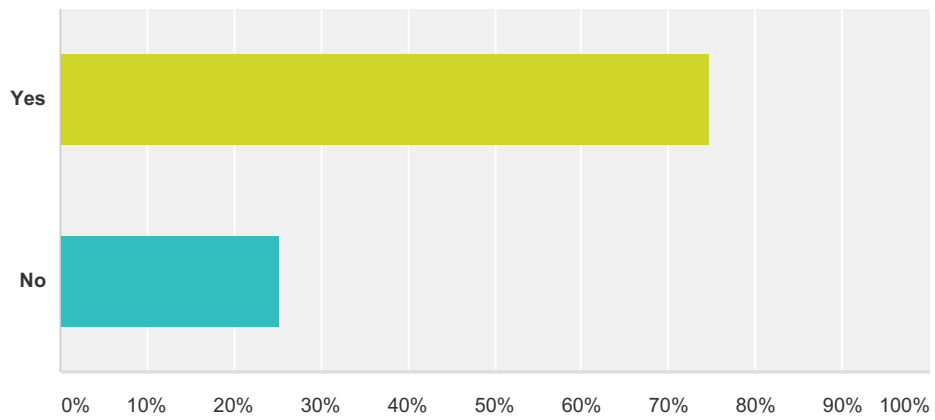
Answered: 162 Skipped: 40



Answer Choices	Responses
Yes	50.00% 81
No	50.00% 81
<b>Total</b>	<b>162</b>

### Q7 Have you applied for the stipend during the last two semesters?

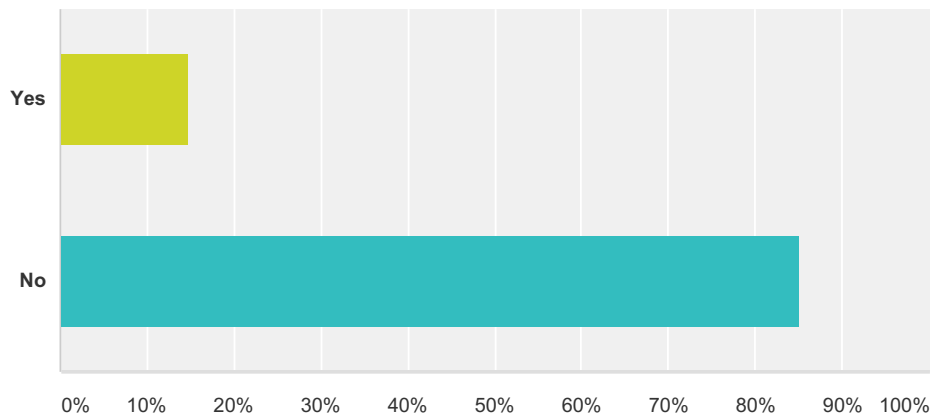
Answered: 79 Skipped: 123



Answer Choices	Responses	
Yes	74.68%	59
No	25.32%	20
<b>Total</b>		<b>79</b>

### Q8 If you have applied for reimbursement, did the stipend meet your needs?

Answered: 74 Skipped: 128



Answer Choices	Responses
Yes	14.86% 11
No	85.14% 63
<b>Total</b>	<b>74</b>

#	Please provide any explanation you think would be valuable	Date
1	Insurance costs me about \$250 a month, so \$1200 for the year does not even cover half of my insurance, not to mention any other medical costs	2/11/2015 11:36 AM
2	Even after reimbursement when I applied, I still had to cover over 50% of premiums on my own, which was above what I could budget	2/11/2015 10:24 AM
3	It was helpful but didn't cover expensive BX plan as spouse	2/10/2015 11:48 AM
4	very small amount compared to what I pay	2/9/2015 10:16 PM
5	The stipend leaves me covering too much of my medical bills. I have an expensive monthly premium and I am often left wondering the best way to tackle the bill. While I appreciate the stipend, it is the equivalent to my monthly premium. I would love to see the stipend to be greater.	2/9/2015 3:54 PM
6	It helped to cover insurance, however my monthly premium as a self-insured was \$400/month.	2/9/2015 3:13 PM
7	I applied for it when I was single, but missed the deadline. The last 3 semesters I have coverage through my spouse.	2/9/2015 2:56 PM
8	couls use more, but helpful	2/9/2015 1:49 PM
9	My private health care premiums are much greater than \$600 for the 6 month period	2/9/2015 1:44 PM
10	Yes, when I was insured.	2/9/2015 1:25 PM
11	Does not cover even one month of six	2/9/2015 1:21 PM
12	Too low for current health premiums/unrealistic.	2/8/2015 11:03 AM
13	monthly premium is close to \$800	2/5/2015 1:10 PM
14	Helped pay for most of health care, although it was about \$200 short of covering me for the whole semester (i.e. I paid about \$800 for insurance)	2/4/2015 3:49 PM

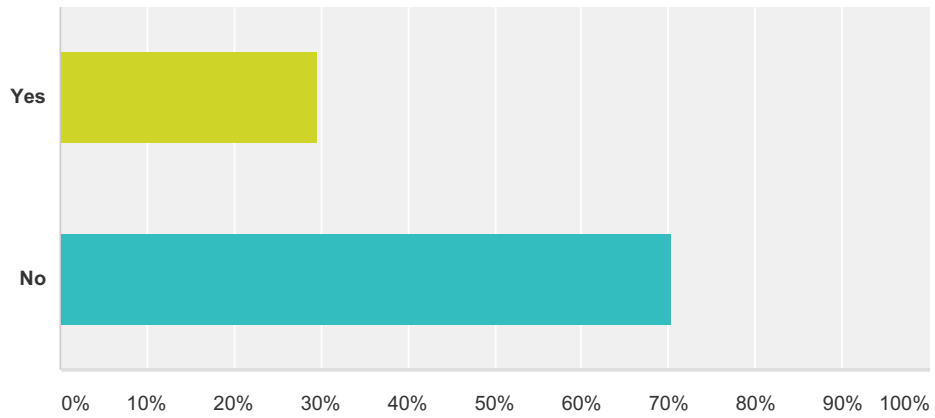
15	I pay a full premium, which is very expensive, and I would appreciate a greater stipend.	2/3/2015 9:35 PM
16	The stipend is appreciated but amounts to less than the premium for one month.	2/3/2015 5:11 PM
17	It's not enough	1/31/2015 10:28 AM
18	it helps	1/28/2015 12:50 PM
19	I knew part-time work would not provide health insurance	1/28/2015 10:21 AM
20	It did not cover all medical costs	1/28/2015 6:03 AM
21	I assume you are referring to the medical insurance rebate. I get the full amount each semester.	1/28/2015 5:32 AM
22	The medical we pay is over \$2,000 per month	1/27/2015 8:02 PM
23	it is worthless compensation	1/27/2015 6:50 PM
24	It does not cover much more than a month or two of a premium.	1/27/2015 6:49 PM
25	It covers the expense of a couple of months of insurance for my family. So, it partially meets a need.	1/27/2015 5:29 PM
26	my medical costs were above stipend	1/27/2015 12:41 PM
27	Of course anything helps, but my insurance costs are approximately \$3,600 a year.	1/27/2015 11:50 AM
28	. . . but, it's better than nothing!	1/27/2015 11:31 AM
29	The insurance is expensive	1/27/2015 10:58 AM
30	I pay over \$105 for medicare coverage, and \$75 for Senior advantage at Kaiser. I get a small pension and if I don't teach 6 units I can't apply for the reimbursement. As far as it goes it is definitely helpful	1/27/2015 9:55 AM
31	I pay 100 percent of the District Cost. For me, that is 742.00 per month. One stipend does not even cover one month.	1/27/2015 9:14 AM
32	It is not enough to really help cover medical insurance expenses. This is the most challenging aspect of being adjunct faculty for me.	1/27/2015 9:11 AM
33	The stipend barely covers one month premium payment.	1/27/2015 8:39 AM
34	5credits was not enough to get refund	1/27/2015 8:19 AM
35	Stipend didn't completely cover one month premium.	1/26/2015 10:46 PM
36	this was a ver small contribution towarded my healthcare premium	1/26/2015 10:19 PM
37	\$600 covers me for one month of the year. My family plan is 1,500 p/ month for three of us.	1/26/2015 9:58 PM
38	Not much	1/26/2015 9:24 PM
39	It did help. However, more assistance would be extremely beneficial.	1/26/2015 9:03 PM
40	It only covers about half of the cost of my insurance premium (bought through Covered CA) for the months I was teaching 8 units. Then, on top of that is the actual expense of seeing a doctor (as the lower cost plans that I can afford have a high deductible).	1/26/2015 8:46 PM
41	full coverage	1/26/2015 8:32 PM
42	it only covers one month of insurance	1/26/2015 8:19 PM
43	My medical care costs \$890 a month. It helps, but doesn't even pay for one month.	1/26/2015 7:38 PM
44	It did not even cover 1 month of insurance premiums	1/26/2015 6:31 PM
45	it pays for one month of my policy. Really?	1/26/2015 6:20 PM
46	My premium was almost \$500 per month. And we don't qualify for dental, so my broken crown from 1.5 years ago still isn't fixed.	1/26/2015 5:47 PM
47	The stipend covers around 2 months of the cost of my health insurance	1/26/2015 5:34 PM
48	the other district changed the coverage raising employee contribution as well as co-pay from \$5 to \$20 per visit	1/26/2015 5:28 PM



49	It provides for about two months of insurance	1/26/2015 5:24 PM
50	Not enough \$	1/26/2015 5:07 PM
51	unit limit was constraining, especially not knowing from semester to semester	1/26/2015 4:57 PM
52	While I appreciate having some reimbursement for my health insurance expenses, my monthly premium is approximately \$400, so the current stipend only covers a small portion of my overall insurance expenses each semester.	1/26/2015 4:45 PM
53	helpful, however would prefer to be on a medical plan for part time adjunct faculty	1/26/2015 4:45 PM
54	It covers just about one month of insurance	1/26/2015 4:39 PM
55	\$600 covers just over 2 months of medical payments	1/26/2015 4:29 PM
56	Test	1/26/2015 4:24 PM
57	I have to pay almost \$600 a month for private insurance	1/26/2015 4:23 PM
58	It covered only 2 months of my medical insurance.	1/26/2015 4:23 PM

### Q9 Have you used the stipend in the past and stopped?

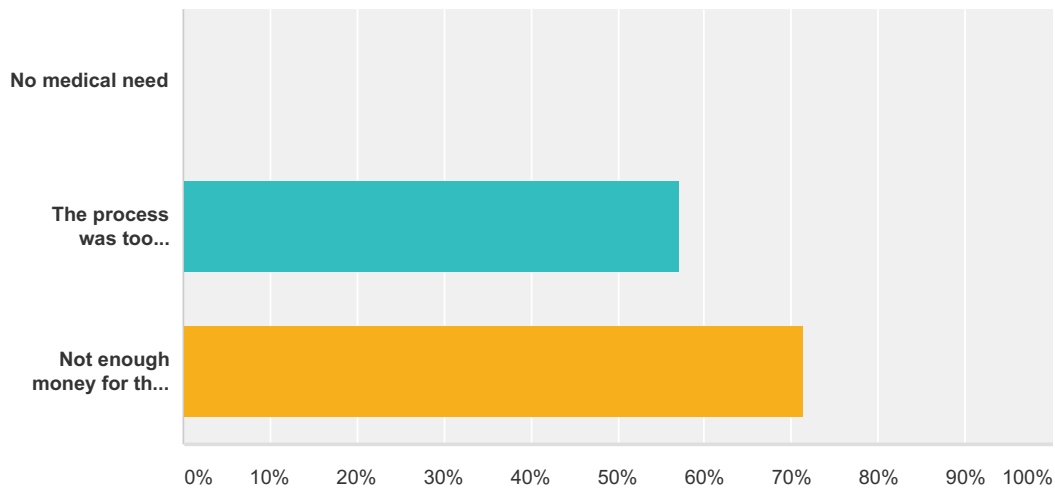
Answered: 81 Skipped: 121



Answer Choices	Responses	
Yes	29.63%	24
No	70.37%	57
<b>Total</b>		<b>81</b>

### Q10 If you have used the stipend in the past and stopped, why did you stop?

Answered: 7 Skipped: 195



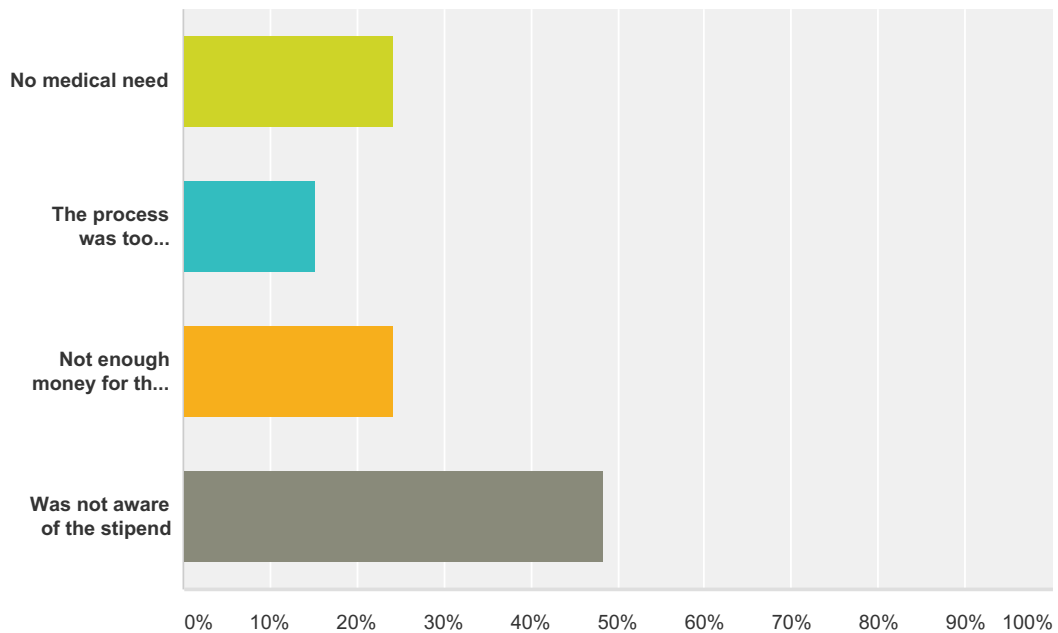
Answer Choices	Responses
No medical need	0.00% 0
The process was too cumbersome	57.14% 4
Not enough money for the effort	71.43% 5
<b>Total Respondents: 7</b>	

#	Other (please specify)	Date
1	When my hours were reduced I no longer qualified since I didn't work a 20% schedule any more. It's also very difficult to figure out if you even qualify when you're a librarian since all of the language is for instructors teaching classes and there is no mention of how to calculate your hours if you are a faculty member who teaches classes in addition to other faculty work (counselors and librarians). There is no simple formula to use nor resources to help you figure it out.	2/11/2015 11:38 AM
2	I stopped buying medical coverage because even with it, I couldn't afford the premiums	2/11/2015 10:25 AM
3	changed insurance plans to HMO	2/10/2015 11:48 AM
4	I got a non-teaching full-time job with medical benefits	2/9/2015 7:58 PM
5	I am no longer eligible for the stipend because my spouse works full-time for the district and I'm covered under his insurance.	2/9/2015 4:49 PM
6	I was not teaching the minimum FTE to qualify.	2/9/2015 3:13 PM
7	I can't afford medical insurance. I do have medical bills (urgent care, etc.) but those aren't applicable for the stipend. When I get my son back on insurance (fingers crossed) I will reapply.	2/9/2015 1:26 PM
8	Got health care coverage through my wife's FT employer.	2/8/2015 11:03 AM
9	I enrolled in a less expensive plan through the ACA, and didn't feel comfortable " double-dipping" with a request for reimbursement.	1/28/2015 10:24 AM
10	If I get bumped or I do not teach the required 6 units, I cannot apply for the reimbursement. I recently worked on a special project and gave up a class to do so, but I could not qualify for the reimbursement that semester.	1/27/2015 9:16 AM

11	I did not meet the 6 credit requirement	1/27/2015 8:20 AM
12	I was teaching 8 hours and could get the stipend. Last semester, I was only offered 3 hours, so I didn't qualify (must be at 40% a full time load). This semester, I also don't qualify (at 33%). That said I'm teaching at another community college that also doesn't provide benefits. I'm working a total of full-time hours, but receive absolutely no benefits between the two schools I work at.	1/26/2015 8:52 PM
13	Chabot offers to pay half of the cost of a group policy=much better, more money paid and I get a very good group policy. So I no longer qualify	1/26/2015 8:20 PM
14	It is nearly impossible to achieve the minimum load to qualify for the stipend as a part-timer. I teach almost as much as is possible as a part-timer and have only qualified once in the last 7-8 years. I regularly teach three classes. Two of which are almost always each split into four levels. One generally can't teach another class without going above part-time load, and one can't qualify for the stipend without another class. The current load qualifications for the stipend unreasonable.	1/26/2015 7:37 PM
15	Didn't qualify	1/26/2015 7:05 PM
16	Married and got on my husband's insurance plan	1/26/2015 6:32 PM
17	Got married, and I am now covered under my husband's plan (for as long as he could stand being married to me).	1/26/2015 5:48 PM
18	I lost my medical insurance with the Affordable Care Act. The insurance policy I previously had went up 87% and was/is not affordable any longer.	1/26/2015 4:58 PM
19	unit limit - my units changed each semester so I couldn't count on it, which made it not worthwhile. If I could count on it, no matter # units, I would possibly make some different overall health coverage decisions	1/26/2015 4:58 PM
20	The stipend hardly helps. What would be better would to get a discounted insurance benefit. Adjunct PT faculty are second class citizens. I have taught here 17 years and nothing changes. When I needed medical insurance, I could not afford it.	1/26/2015 4:41 PM

### Q11 If you have never used the stipend, why haven't you?

Answered: 66 Skipped: 136



Answer Choices	Responses
No medical need	24.24% 16
The process was too cumbersome	15.15% 10
Not enough money for the effort	24.24% 16
Was not aware of the stipend	48.48% 32
<b>Total Respondents: 66</b>	

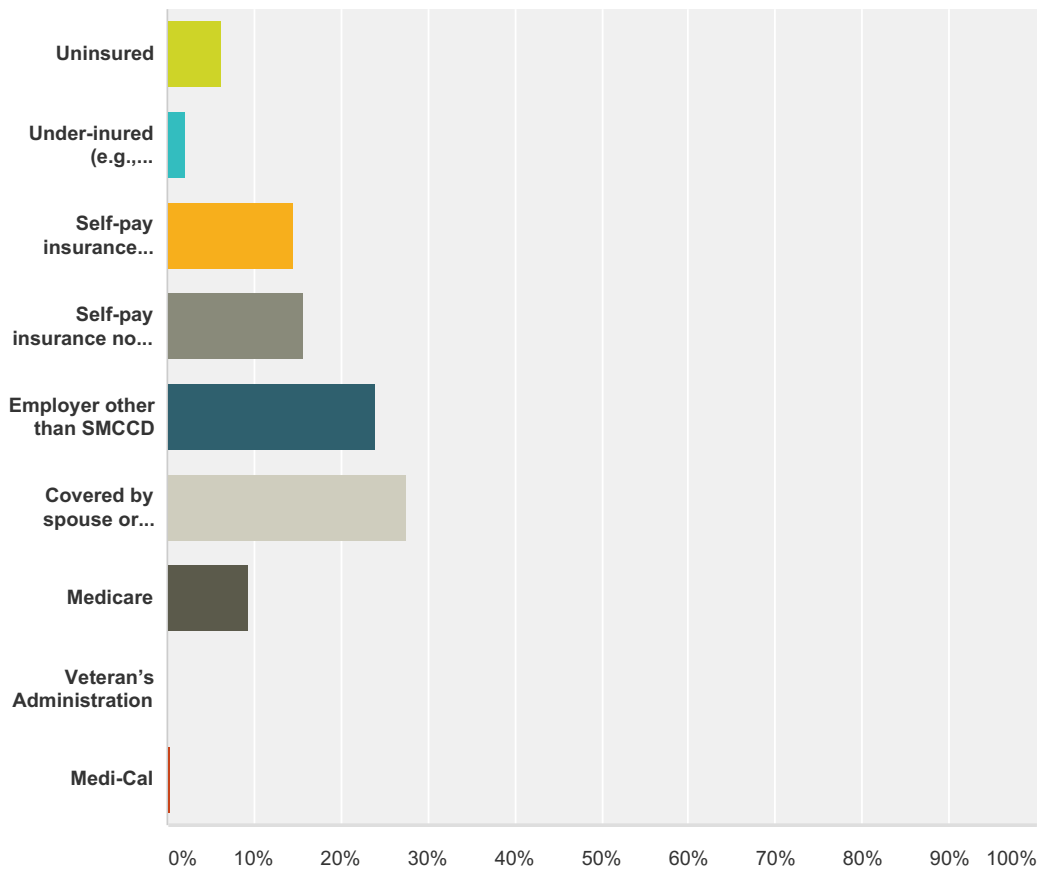
#	Other (please specify)	Date
1	Don't really understand how it works or if applicable to my circumstances.	2/11/2015 6:14 PM
2	Very seldom I got them minimum number of hours to full fill the requirements. I don't get a contract like instructors do, and that is a good excuse for not being able to participate on the stipend.	2/11/2015 5:38 PM
3	covered by other employer (school district)	2/11/2015 11:37 AM
4	Have other insurance coverage	2/11/2015 3:00 AM
5	I'm not aware of how it works if I get benefits through my spouse.	2/10/2015 1:26 PM
6	Enrolled in HMO under other college I teach at.	2/10/2015 11:49 AM
7	I don't work enough hours to qualify	2/10/2015 10:29 AM
8	Did not meet the .40 FTE requirement when it became available last year	2/10/2015 9:55 AM
9	I could not afford to pay my insurance after the fifth month, and stipend is offered only for the ones who are currently insured.	2/10/2015 12:12 AM

10	I am currently paying the monthly full amount required to maintain full medical benefits. Not sure I qualify for a stipend.	2/9/2015 10:04 PM
11	Other full time job has health coverage	2/9/2015 8:22 PM
12	I have other coverage.	2/9/2015 8:05 PM
13	Wife has benefits	2/9/2015 6:54 PM
14	I was told I wasn't able to use it and it was a cumbersome process - very confusing!	2/9/2015 6:14 PM
15	I only recently lost insurance through another school and will be applying for the stipend for this Spring 2015 semester.	2/9/2015 5:18 PM
16	Not sure how to use it	2/9/2015 3:57 PM
17	Covered by spouse	2/9/2015 2:28 PM
18	my health insurance is paid in full by spouse's employer	2/9/2015 1:22 PM
19	I have insurance through my spouse.	2/9/2015 1:10 PM
20	I have insurance through my full time job	2/9/2015 12:59 PM
21	Your program doesn't work for me. I only teach in the Fall.	2/9/2015 12:58 PM
22	I was told it didn't apply to me because I'm only teaching 3 units. I was told I need to be teaching 6 units in order to qualify.	2/7/2015 1:51 PM
23	Was not sure if I qualified. Would be interested if that's the case.	2/4/2015 12:38 PM
24	Planning on doing it this semester	2/4/2015 9:36 AM
25	I do not meet the requirements since I do not have medical coverage.	2/2/2015 5:26 PM
26	my health insurance so far has been through my soon-to-be-ex-wife's employer, and my understanding is that that isn't eligible.	1/31/2015 11:12 AM
27	Is this different from a flexible spending account?	1/29/2015 1:55 PM
28	I use my partner's medical insurance.	1/28/2015 6:52 PM
29	I HAVE MEDICARE AND BLUE CROSS INS.	1/28/2015 1:46 PM
30	I am enrolled in an HMO through my spouse's employer, Oracle Corp.	1/28/2015 10:23 AM
31	I have insurance through my husband's job	1/28/2015 8:50 AM
32	did not qualify due to special circumstances	1/27/2015 9:38 PM
33	Hours too few to be eligible	1/27/2015 5:43 PM
34	currently teaching at 30% of full load. not qualified for the 40 & up %...	1/27/2015 3:15 PM
35	District does not provide stipend to workers whose spouses partially cover our med needs. I pay a large monthly out of pocket premium for my med insurance, but the district's discriminatory policy does not allow me to apply for reimbursement unfortunately under the present contract.	1/27/2015 3:11 PM
36	I have insurance through another employer	1/27/2015 2:00 PM
37	I don't believe that I work enough hours to qualify. If I do, I would love to know!!	1/27/2015 1:48 PM
38	Medical insurance for me is \$600 per month, which I cannot afford. So I do not even have medical insurance to begin with. I vote for medical insurance provided to Adjuncts who teach 9 hours per semester.	1/27/2015 12:52 PM
39	Can it act as supplemental insurance to take care of co-pays?	1/27/2015 11:36 AM
40	health insurance through spouse employer	1/27/2015 11:08 AM
41	I have been full-time but am transitioning to part-time so may need to take advantage of it	1/27/2015 10:26 AM
42	Was still on parents insurance	1/27/2015 8:32 AM
43	not part time	1/27/2015 7:35 AM

44	I didn't think I qualified.	1/27/2015 7:04 AM
45	Don't qualify. Government retiree coverage.	1/26/2015 10:28 PM
46	I have full time medical from my other job.	1/26/2015 9:40 PM
47	Teach in another college district	1/26/2015 9:26 PM
48	I dont use the Districts medical plan. I am still covered by my spouse at a private company	1/26/2015 8:30 PM
49	Until Covered California, an individual policy was iffy and expensive, it's now just expensive	1/26/2015 8:21 PM
50	Didn't qualify because I was covered under my now ex-husband's insurance.	1/26/2015 8:19 PM
51	I have other coverage	1/26/2015 7:42 PM
52	Just started teaching at CSM.	1/26/2015 7:27 PM
53	I never made the minimum number of hours to be eligible.	1/26/2015 6:13 PM
54	lethergy	1/26/2015 6:07 PM
55	I used the stipend up till I got married in Jan 2011.	1/26/2015 5:48 PM
56	I am covered in my day job (full-time job).	1/26/2015 5:32 PM
57	Benefits through wife's job	1/26/2015 5:00 PM
58	Was using payflex	1/26/2015 4:51 PM
59	Am retired and am not sure if this will be included in my "salary" which may affect my cap. Also, am not quite sure if I do or do not qualify for the stipend and which plan it can be used for.	1/26/2015 4:47 PM
60	Not eligible because have medical coverage through spouse	1/26/2015 4:37 PM
61	told I didn't qualify due to coverage from previous employer	1/26/2015 4:34 PM
62	I am not eligible because I am covered under my husbands health insurance.	1/26/2015 4:33 PM
63	I do not qualify as I receive medical through my husband's employment	1/26/2015 4:27 PM

### Q12 What is your current healthcare coverage?

Answered: 192 Skipped: 10



Answer Choices	Responses
Uninsured	6.25% 12
Under-inured (e.g., Catastrophic Plan)	2.08% 4
Self-pay insurance through Covered California Exchange	14.58% 28
Self-pay insurance not through Covered California Exchange	15.63% 30
Employer other than SMCCD	23.96% 46
Covered by spouse or partner's plan	27.60% 53
Medicare	9.38% 18
Veteran's Administration	0.00% 0
Medi-Cal	0.52% 1
<b>Total</b>	<b>192</b>

#	Other (please specify)	Date
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1	DeAnza College	2/11/2015 5:46 PM
2	The other employer covers only 50 % of my health insurance.	2/9/2015 10:08 PM
3	Deducted monthly from my salary. Unmet payments are covered by the District and later taken from following semester salary.	2/9/2015 10:08 PM
4	secondary medical insurance: BlueCross/BlueShied	2/9/2015 5:22 PM
5	through spouse - Anthem Blue Cross	2/9/2015 3:58 PM
6	Self-pay insured through Healthcare.gov	2/9/2015 3:15 PM
7	COBRA	2/7/2015 1:54 PM
8	and medicare	1/28/2015 1:51 PM
9	Kaiser	1/28/2015 12:36 PM
10	TriCare for Life	1/27/2015 5:46 PM
11	I teach in another Comm college District that covers only 50% for Kaiser . . . the other 50% I pay for my wife and I.	1/27/2015 11:34 AM
12	SMMCCD but could be transitioning	1/27/2015 10:27 AM
13	SMCCD District Plan at full cost	1/27/2015 9:23 AM
14	Partly insured by another comm. college	1/26/2015 10:55 PM
15	Government retiree coverage	1/26/2015 10:32 PM
16	partly covered by another community college	1/26/2015 10:27 PM
17	Plus Kaiser Senior Advantage.	1/26/2015 9:12 PM
18	part timer policy through Chabot College	1/26/2015 8:23 PM
19	COBRA	1/26/2015 8:22 PM
20	I thank DeAnza/Foothill District since they give me the chance to buy into their insurance at a more affordable price than SMCCD	1/26/2015 6:18 PM
21	Kaiser	1/26/2015 6:09 PM
22	(there was no button for 'other' so I was forced to click something 'covered by spouse' which is not truepaying through spouse's plan, but NOT covered - paying full price	1/26/2015 5:02 PM
23	Kaiser	1/26/2015 4:56 PM
24	classified	1/26/2015 4:27 PM
25	Test	1/26/2015 4:24 PM

**Q13 How much do you pay out of pocket per month for your health care? (i.e., care that is not paid for by another employer, spouse or partner's benefits, or government benefit)**

Answered: 192 Skipped: 10

#	Responses	Date
1	\$500	2/12/2015 12:42 PM
2	\$200	2/11/2015 6:15 PM
3	\$412.00 per month	2/11/2015 5:46 PM
4	100.00	2/11/2015 5:34 PM
5	\$254	2/11/2015 11:40 AM
6	0	2/11/2015 11:38 AM
7	0 because I can't afford it but make too much to receive subsidies from covered california	2/11/2015 10:27 AM
8	none	2/11/2015 3:03 AM
9	aprox. \$300	2/10/2015 3:37 PM
10	0	2/10/2015 1:30 PM
11	We have about \$200 deducted from my wife's salary.	2/10/2015 1:27 PM
12	\$250	2/10/2015 12:54 PM
13	\$250.00	2/10/2015 11:54 AM
14	Around \$50/month	2/10/2015 11:51 AM
15	99.00	2/10/2015 10:34 AM
16	480	2/10/2015 10:30 AM
17	\$750	2/10/2015 9:56 AM
18	Since I am uninsured I pay nothing and hope that I do not get sick!!!	2/10/2015 12:23 AM
19	0.00	2/9/2015 10:54 PM
20	0	2/9/2015 10:39 PM
21	I pay almost \$400 out of my pocket per month.	2/9/2015 10:08 PM
22	About \$800.00 for Kaiser full coverage	2/9/2015 10:08 PM
23	200	2/9/2015 8:24 PM
24	0	2/9/2015 8:07 PM
25	Approx. \$2000.00	2/9/2015 8:00 PM
26	0.00	2/9/2015 6:59 PM
27	zero because I cannot afford it	2/9/2015 6:17 PM
28	3000	2/9/2015 6:07 PM
29	555 per month	2/9/2015 5:22 PM

30	\$152	2/9/2015 5:18 PM
31	\$250	2/9/2015 4:50 PM
32	varies	2/9/2015 3:58 PM
33	700	2/9/2015 3:56 PM
34	\$530	2/9/2015 3:50 PM
35	240 per month	2/9/2015 3:15 PM
36	\$400	2/9/2015 3:15 PM
37	\$60-80 in co-pays and pharmacy	2/9/2015 2:57 PM
38	\$250.00	2/9/2015 2:28 PM
39	0	2/9/2015 1:54 PM
40	400.	2/9/2015 1:50 PM
41	\$295.00/month	2/9/2015 1:46 PM
42	\$330	2/9/2015 1:38 PM
43	50	2/9/2015 1:32 PM
44	\$200	2/9/2015 1:27 PM
45	100	2/9/2015 1:25 PM
46	around \$300	2/9/2015 1:24 PM
47	\$714.00	2/9/2015 1:23 PM
48	0	2/9/2015 1:22 PM
49	not sure, husband pays it through his employer	2/9/2015 1:13 PM
50	\$300 plus 6K deductable	2/9/2015 1:10 PM
51	None	2/9/2015 1:08 PM
52	\$520/month not counting cost of meds	2/9/2015 1:01 PM
53	\$300.00	2/9/2015 1:00 PM
54	0	2/9/2015 12:58 PM
55	\$275	2/8/2015 11:06 AM
56	\$599.90	2/7/2015 1:54 PM
57	\$400	2/6/2015 1:16 PM
58	140.00	2/5/2015 1:17 PM
59	\$795	2/5/2015 1:12 PM
60	300	2/5/2015 9:32 AM
61	\$673	2/4/2015 4:47 PM
62	\$200	2/4/2015 3:50 PM
63	~\$150/month to other employer; (I believe) nothing is paid to college	2/4/2015 12:46 PM
64	\$200	2/4/2015 9:37 AM
65	about \$1,800! Per MONTH.	2/3/2015 9:38 PM
66	\$350	2/3/2015 6:33 PM
67	\$400	2/3/2015 5:24 PM

68	\$170	2/3/2015 5:17 PM
69	1000	2/3/2015 5:14 PM
70	100.00	2/3/2015 4:37 PM
71	\$620/year+	2/2/2015 5:28 PM
72	c. 400.00 for health insurance	1/31/2015 11:16 AM
73	400	1/31/2015 10:33 AM
74	\$253	1/30/2015 8:35 PM
75	\$500 on average but only because my kid's getting braces	1/29/2015 1:59 PM
76	About \$250.00	1/28/2015 10:24 PM
77	\$400	1/28/2015 7:02 PM
78	about \$100 for medication	1/28/2015 1:51 PM
79	\$735.00 month	1/28/2015 12:51 PM
80	\$500	1/28/2015 12:36 PM
81	120	1/28/2015 11:59 AM
82	Not sue.	1/28/2015 11:13 AM
83	\$72.00	1/28/2015 10:39 AM
84	around 400.00	1/28/2015 10:29 AM
85	Medical and dental - estimate \$100/month copays, cobenefits	1/28/2015 10:26 AM
86	0	1/28/2015 10:24 AM
87	\$90	1/28/2015 9:12 AM
88	several hundred dollars	1/28/2015 6:05 AM
89	Aprox. \$275/month	1/28/2015 5:41 AM
90	240.00	1/27/2015 9:41 PM
91	\$1200.00	1/27/2015 8:08 PM
92	109	1/27/2015 7:05 PM
93	\$ plus700	1/27/2015 6:53 PM
94	415.00	1/27/2015 6:52 PM
95	About \$65/month	1/27/2015 5:46 PM
96	\$600	1/27/2015 5:31 PM
97	\$46 for insurance	1/27/2015 3:51 PM
98	n/a	1/27/2015 3:23 PM
99	\$485	1/27/2015 3:21 PM
100	\$200	1/27/2015 3:19 PM
101	0	1/27/2015 2:12 PM
102	\$0	1/27/2015 2:01 PM
103	\$465.00	1/27/2015 1:49 PM
104	I do not go to a Doctor unless I am really sick.	1/27/2015 12:53 PM
105	\$300.00-\$400.00	1/27/2015 12:46 PM

106	\$300	1/27/2015 11:51 AM
107	\$625	1/27/2015 11:51 AM
108	200	1/27/2015 11:40 AM
109	\$350	1/27/2015 11:39 AM
110	~\$820/month	1/27/2015 11:34 AM
111	\$150/month	1/27/2015 11:22 AM
112	\$300	1/27/2015 10:59 AM
113	\$400	1/27/2015 10:34 AM
114	380.00	1/27/2015 10:30 AM
115	minimal	1/27/2015 10:27 AM
116	My coverage does not include either dental or hearing. I have out of pocket expenses in both these health areas difficult to calculate, also copay and drug costs.	1/27/2015 10:02 AM
117	\$650	1/27/2015 9:49 AM
118	on average \$60-\$100	1/27/2015 9:43 AM
119	\$742.00 + medications (variable)	1/27/2015 9:23 AM
120	\$450/month	1/27/2015 9:15 AM
121	~\$250	1/27/2015 8:51 AM
122	\$428	1/27/2015 8:40 AM
123	\$250.00	1/27/2015 8:34 AM
124	about \$300 for medicare & for supplement insurance	1/27/2015 8:23 AM
125	none	1/26/2015 11:08 PM
126	0	1/26/2015 11:06 PM
127	\$450	1/26/2015 10:55 PM
128	585.00	1/26/2015 10:51 PM
129	228	1/26/2015 10:32 PM
130	about \$400.00	1/26/2015 10:27 PM
131	0	1/26/2015 10:14 PM
132	\$100	1/26/2015 10:13 PM
133	\$1,500.00	1/26/2015 10:00 PM
134	na	1/26/2015 9:41 PM
135	1200	1/26/2015 9:28 PM
136	\$350/month	1/26/2015 9:26 PM
137	\$200	1/26/2015 9:20 PM
138	500	1/26/2015 9:13 PM
139	\$178.00 per month.	1/26/2015 9:12 PM
140	400	1/26/2015 9:10 PM
141	\$255 for insurance premium + \$50 each month for medical expenses	1/26/2015 8:58 PM
142	not sure, new policy	1/26/2015 8:51 PM

143	707	1/26/2015 8:33 PM
144	none	1/26/2015 8:31 PM
145	\$325	1/26/2015 8:23 PM
146	Unknown as I've just recently gone onto COBRA.	1/26/2015 8:22 PM
147	500	1/26/2015 8:21 PM
148	0	1/26/2015 8:15 PM
149	300	1/26/2015 7:47 PM
150	0	1/26/2015 7:44 PM
151	226	1/26/2015 7:41 PM
152	\$890	1/26/2015 7:40 PM
153	\$100	1/26/2015 7:28 PM
154	500	1/26/2015 7:06 PM
155	\$800	1/26/2015 7:02 PM
156	\$458.44	1/26/2015 6:44 PM
157	\$300	1/26/2015 6:43 PM
158	\$200.00	1/26/2015 6:41 PM
159	650	1/26/2015 6:22 PM
160	\$500 per month	1/26/2015 6:18 PM
161	\$100	1/26/2015 6:09 PM
162	Not sure, automatically deducted from husband's paycheck, thank God.	1/26/2015 5:54 PM
163	\$600	1/26/2015 5:44 PM
164	\$260	1/26/2015 5:36 PM
165	\$282	1/26/2015 5:33 PM
166	~250	1/26/2015 5:26 PM
167	\$1200	1/26/2015 5:15 PM
168	zero right now as I can't afford the cost and fall a bit over the cutoff for assistance to pay for insurance	1/26/2015 5:10 PM
169	\$390.00	1/26/2015 5:09 PM
170	not sure - right now combined with me & my kids on husband's plan	1/26/2015 5:02 PM
171	20	1/26/2015 5:01 PM
172	\$0	1/26/2015 4:57 PM
173	500\$	1/26/2015 4:56 PM
174	0	1/26/2015 4:55 PM
175	\$0	1/26/2015 4:52 PM
176	My monthly premium is approximately \$400 and additional health care expenses vary from month to month, ranging from a low of \$50 to several hundred dollars.	1/26/2015 4:51 PM
177	\$1,000 (about) (Me - retired, my spouse - retired, 1 dependent)	1/26/2015 4:50 PM
178	450.00, more for better plans.	1/26/2015 4:49 PM
179	\$500	1/26/2015 4:48 PM

180	600.00	1/26/2015 4:44 PM
181	unknown	1/26/2015 4:38 PM
182	400	1/26/2015 4:37 PM
183	0 (I'm insured through another college)	1/26/2015 4:34 PM
184	0	1/26/2015 4:34 PM
185	260	1/26/2015 4:33 PM
186	\$280	1/26/2015 4:30 PM
187	\$0	1/26/2015 4:30 PM
188	0	1/26/2015 4:28 PM
189	\$200	1/26/2015 4:27 PM
190	0	1/26/2015 4:27 PM
191	Test	1/26/2015 4:24 PM
192	\$558.00	1/26/2015 4:24 PM

**Q14 Currently the part time medical stipend allows for reimbursement up to \$600 per semester. If the union were successful in negotiating an increase, what amount would be meaningful for your personal healthcare needs?**

Answered: 192 Skipped: 10

#	Responses	Date
1	\$400 increase	2/12/2015 12:42 PM
2	\$800	2/11/2015 6:15 PM
3	Since I don't even get the \$200, any help is welcome.	2/11/2015 5:46 PM
4	900.00	2/11/2015 5:34 PM
5	\$1500	2/11/2015 11:40 AM
6	0	2/11/2015 11:38 AM
7	getting annual physicals, ability to buy prescriptions if I get sick	2/11/2015 10:27 AM
8	dont need this benefit...so it doesnt help me at all	2/11/2015 3:03 AM
9	\$600 sounds good.	2/10/2015 3:37 PM
10	nothing	2/10/2015 1:30 PM
11	\$800	2/10/2015 1:27 PM
12	\$1000	2/10/2015 12:54 PM
13	\$3000.00	2/10/2015 11:54 AM
14	\$600	2/10/2015 11:51 AM
15	1200.00	2/10/2015 10:34 AM
16	Any!!	2/10/2015 10:30 AM
17	at least \$2000	2/10/2015 9:56 AM
18	Something between \$1500 and \$2000.	2/10/2015 12:23 AM
19	\$1600.00 sounds like a good amount. \$600.00 diesn't cover much.	2/9/2015 10:54 PM
20	Not Sure- I have never had decent healthcare, always go without	2/9/2015 10:39 PM
21	\$ 1600	2/9/2015 10:08 PM
22	I do not have extensive healthcare needs. I am just paying for health care should I have the need for emergency or catastrophic event. I am a very healthy person that rarely needs medical care that I am paying for.	2/9/2015 10:08 PM
23	?	2/9/2015 8:24 PM
24	0	2/9/2015 8:07 PM
25	Any if I could get it.	2/9/2015 8:00 PM
26	It should be the amount it costs to buy an obamacare silver health insurance plan, pro-rated for % of full time status.	2/9/2015 6:59 PM
27	Well, if I'm paying \$400+ per month for health insurance, the max would be preferred. Minimum would be \$1000.	2/9/2015 6:17 PM



28	1500	2/9/2015 6:07 PM
29	not applicalbe	2/9/2015 5:22 PM
30	\$900 +	2/9/2015 5:18 PM
31	Having it covered would be great. I'm not eligible but if I was not covered by my spouse's SMCCD benefits, approximately \$1000/semester would be helpful.	2/9/2015 4:50 PM
32	1000.00	2/9/2015 3:58 PM
33	1500	2/9/2015 3:56 PM
34	Already covered under spouse's plan.	2/9/2015 3:50 PM
35	It is the qualifications that make the difference. For people who teach less than 3 classes, no increase in reimbursement is helpful	2/9/2015 3:15 PM
36	anything helps, but more is better	2/9/2015 3:15 PM
37	\$600 would cover my current needs and co-pays	2/9/2015 2:57 PM
38	yes	2/9/2015 2:28 PM
39	0	2/9/2015 1:54 PM
40	1600 per sememster	2/9/2015 1:50 PM
41	\$1,000 to \$1,200	2/9/2015 1:46 PM
42	\$330/month	2/9/2015 1:38 PM
43	1,000	2/9/2015 1:32 PM
44	Yes, when I can afford to get medical insurance.	2/9/2015 1:27 PM
45	3000	2/9/2015 1:25 PM
46	I don't know what this is or how it works, so I can't answer this. This survey needs to include actual information.	2/9/2015 1:24 PM
47	As a minimum \$714 x 2 annually would cover 2/12 months insurance premiums	2/9/2015 1:23 PM
48	0	2/9/2015 1:22 PM
49	stipend is not worth much, insurance is needed	2/9/2015 1:13 PM
50	1K	2/9/2015 1:10 PM
51	\$800.00	2/9/2015 1:08 PM
52	yes	2/9/2015 1:01 PM
53	\$1600.00	2/9/2015 1:00 PM
54	No	2/9/2015 12:58 PM
55	\$1200	2/8/2015 11:06 AM
56	\$800+ per semester	2/7/2015 1:54 PM
57	any amount available	2/6/2015 1:16 PM
58	1,200.00	2/5/2015 1:17 PM
59	\$1200 to \$1300	2/5/2015 1:12 PM
60	1600	2/5/2015 9:32 AM
61	\$1200-\$1600	2/4/2015 4:47 PM
62	Not sure	2/4/2015 3:50 PM
63	not sure	2/4/2015 12:46 PM
64	\$1000	2/4/2015 9:37 AM

65	Anything would help.	2/3/2015 9:38 PM
66	1200	2/3/2015 6:33 PM
67	At least \$1200	2/3/2015 5:24 PM
68	not sure	2/3/2015 5:17 PM
69	1500	2/3/2015 5:14 PM
70	not sure	2/3/2015 4:37 PM
71	\$1000	2/2/2015 5:28 PM
72	assuming that I was eligible, 2,000./semester would make a meaningful difference.	1/31/2015 11:16 AM
73	1200	1/31/2015 10:33 AM
74	not enough information for me to answer	1/30/2015 8:35 PM
75	Depends on what it could be used for.	1/29/2015 1:59 PM
76	\$1,200.00 per semester	1/28/2015 10:24 PM
77	Hard to say--I'm fairly healthy, so I don't often have large medical expenses.	1/28/2015 7:02 PM
78	\$500 would be more than I would use	1/28/2015 1:51 PM
79	any increase helps	1/28/2015 12:51 PM
80	YES	1/28/2015 12:36 PM
81	1500	1/28/2015 11:59 AM
82	\$1,000 per semester (at least)	1/28/2015 11:13 AM
83	\$600	1/28/2015 10:39 AM
84	I'm sure any amount would be useful for and appreciated by union members	1/28/2015 10:29 AM
85	Any useful reimbursement would cover major injuries / illnesses, so \$10,000 minimum per semester	1/28/2015 10:26 AM
86	Real health ins cost \$600 a month a many full time people know	1/28/2015 10:24 AM
87	I would think that \$400 per month would be a meaningful amount for adjunct faculty	1/28/2015 9:12 AM
88	more than \$200	1/28/2015 6:05 AM
89	I am grateful for whatever I get. \$1600 per semester would just about cover my entire current health insurance cost.	1/28/2015 5:41 AM
90	1200	1/27/2015 9:41 PM
91	More parity	1/27/2015 8:08 PM
92	600	1/27/2015 7:05 PM
93	\$2000	1/27/2015 6:53 PM
94	At least \$1200 per semester	1/27/2015 6:52 PM
95	600 is OK	1/27/2015 5:46 PM
96	\$1,600	1/27/2015 5:31 PM
97	at least another \$100/per month to pay for medical visits and tests	1/27/2015 3:51 PM
98	1600	1/27/2015 3:23 PM
99	Any amount, but at least enough to help me through Winter & Summer Breaks...e.g. \$2,000	1/27/2015 3:21 PM
100	\$1200	1/27/2015 3:19 PM
101	0	1/27/2015 2:12 PM

102	For my colleagues, I would suggest \$1200	1/27/2015 2:01 PM
103	Absolutely	1/27/2015 1:49 PM
104	\$2400 per semester	1/27/2015 12:53 PM
105	\$1000.00	1/27/2015 12:46 PM
106	Since \$300 a month x 4.5 months = \$1350, something along that line would cover my semester costs (winter and summer breaks excluded)	1/27/2015 11:51 AM
107	Any additional stipend would be appreciated.	1/27/2015 11:51 AM
108	2000 a year	1/27/2015 11:40 AM
109	yes, if I could use it for my monthly out of pocket	1/27/2015 11:39 AM
110	\$600/month would be terrific! . . . but, at least doubling the current amount would help a great deal . . .	1/27/2015 11:34 AM
111	at least \$1000 per semester	1/27/2015 11:22 AM
112	\$1000	1/27/2015 10:59 AM
113	n/a	1/27/2015 10:34 AM
114	I don't know	1/27/2015 10:30 AM
115	at least \$300 monthly	1/27/2015 10:27 AM
116	I have no other health care benifit so any amount above what is already awarded would be helpful. Hearing aids and dental are my mail expenses and neither are covered.It should also not be based on 6 units of credit being taught as I am not always able to get two classes to teach! \$1000-1600. nses	1/27/2015 10:02 AM
117	any increase would help	1/27/2015 9:49 AM
118	any increase would be beneficial	1/27/2015 9:43 AM
119	It would be nice to get half of what we pay.	1/27/2015 9:23 AM
120	\$1500 + per semester	1/27/2015 9:15 AM
121	If I was able to use it for the dentist, yes!	1/27/2015 8:51 AM
122	AT least \$1000	1/27/2015 8:40 AM
123	\$1,875.00	1/27/2015 8:34 AM
124	\$1200	1/27/2015 8:23 AM
125	1200	1/26/2015 11:08 PM
126	no increase needed	1/26/2015 11:06 PM
127	\$2200 per semester	1/26/2015 10:55 PM
128	\$1000	1/26/2015 10:51 PM
129	N/A	1/26/2015 10:32 PM
130	about \$2000.00	1/26/2015 10:27 PM
131	0	1/26/2015 10:14 PM
132	\$1000	1/26/2015 10:13 PM
133	\$1,800.00 would cover me for three months, that would make a huge difference to us and is 25% of my health care coverage.	1/26/2015 10:00 PM
134	n/a	1/26/2015 9:41 PM
135	no	1/26/2015 9:28 PM
136	The more, the better	1/26/2015 9:26 PM
137	\$1200	1/26/2015 9:20 PM

138	1600	1/26/2015 9:13 PM
139	\$2,000 per semester	1/26/2015 9:12 PM
140	2000	1/26/2015 9:10 PM
141	\$300+ per month	1/26/2015 8:58 PM
142	any help is useful	1/26/2015 8:51 PM
143	full coverage	1/26/2015 8:33 PM
144	sorry no answer I dont use it	1/26/2015 8:31 PM
145	get us into the group policy=better deal (and pay part)	1/26/2015 8:23 PM
146	\$2000	1/26/2015 8:22 PM
147	1600	1/26/2015 8:21 PM
148	0	1/26/2015 8:15 PM
149	1,200 per semester	1/26/2015 7:47 PM
150	healthcare is expensive - it depends on coverage and the healthcare exchange - real coverage is what we need - Foothill/De Anza has real coverage	1/26/2015 7:44 PM
151	1000	1/26/2015 7:41 PM
152	Yes	1/26/2015 7:40 PM
153	\$1,200	1/26/2015 7:28 PM
154	1600	1/26/2015 7:06 PM
155	Full coverage similar to full time faculty. Please do not waste time to increase the stipend amount.	1/26/2015 7:02 PM
156	67% of full-time medical cap would be a start	1/26/2015 6:44 PM
157	\$1000	1/26/2015 6:43 PM
158	\$2,400.00	1/26/2015 6:41 PM
159	1/2 of my policy or that % of my FT status	1/26/2015 6:22 PM
160	The amount requested by the Union would be big help, if I ever qualified.	1/26/2015 6:18 PM
161	\$300 - \$400	1/26/2015 6:09 PM
162	\$1200, or at least half of outrageous monthly premium	1/26/2015 5:54 PM
163	\$1000	1/26/2015 5:44 PM
164	at least 1500 - that would go to cover most of the cost of insurance itself	1/26/2015 5:36 PM
165	Since I don't need it I really couldn't say.	1/26/2015 5:33 PM
166	1600 per semester	1/26/2015 5:26 PM
167	Covered elsewhere	1/26/2015 5:15 PM
168	\$700 per month; I think if you work the full 67% you should be entiteled to insurance coverage	1/26/2015 5:10 PM
169	Twice as much i.e. \$1200	1/26/2015 5:09 PM
170	I'm guessing I pay \$500/month or so. So one semester would need \$1600-\$2000 or so.	1/26/2015 5:02 PM
171	None	1/26/2015 5:01 PM
172	\$1000-1500	1/26/2015 4:57 PM
173	2000\$	1/26/2015 4:56 PM
174	NA	1/26/2015 4:55 PM

175	Any and all increase could be helpful	1/26/2015 4:52 PM
176	Reimbursement of at least \$1200 per semester would better address my healthcare needs. Thank you for your work on this critical issue.	1/26/2015 4:51 PM
177	Any would be a help	1/26/2015 4:50 PM
178	as much as possible or can be obtained	1/26/2015 4:49 PM
179	Yes	1/26/2015 4:48 PM
180	2500	1/26/2015 4:44 PM
181	1500	1/26/2015 4:38 PM
182	800	1/26/2015 4:37 PM
183	Depends on my health, but for my current needs \$600/semester would just cover vision and dental (if those are covered?).	1/26/2015 4:34 PM
184	0	1/26/2015 4:34 PM
185	1600	1/26/2015 4:33 PM
186	\$900 per semester would cover just over 3 months of medical payments	1/26/2015 4:30 PM
187	\$1000	1/26/2015 4:30 PM
188	no because I do not qualify for the reimbursement	1/26/2015 4:28 PM
189	For now, as long as my spouse's new employer continues the same level and funding of health insurance, not much. But it would GREATLY help other PT faculty who don't have the same luxury that only recently happened to my spouse and I.	1/26/2015 4:27 PM
190	2000	1/26/2015 4:27 PM
191	Test	1/26/2015 4:24 PM
192	\$1600.00	1/26/2015 4:24 PM

**Q15 (Optional) Please share with us any further suggestions you have for improving part time medical benefits throughout the district:**

Answered: 94 Skipped: 108

#	Responses	Date
1	Please, included on the contract, language that includes counselors and librarians. Since there is no specific language to protect us, we are targets of constant abuse when assigning working hours, and consequently meet minimum qualifications for the stipend.	2/11/2015 5:46 PM
2	Please help non-teaching faculty figure out how to calculate their percentage workload when they have faculty duties that are not associated with teaching units. For example, I work in the library 12 hours a week and teaching a 1.0 unit 8-week class. How do I figure out my workload? Also, allow faculty who are lower than 20% to participate since many of us work piece meal throughout several districts making it impossible for many of us to even qualify.	2/11/2015 11:40 AM
3	It's great that the district offers a reimbursement for staff. CCSF's plan offers part-timers' access to medical coverage if they have been with the district for a certain period, so that would be a great thing to get if it's possible here.	2/11/2015 10:27 AM
4	This benefit wont help me so it is difficult to encourage you to push for it. My preference is that you focus energies on increases for salary, and other items. thank you !	2/11/2015 3:03 AM
5	I can't recall, but when I looked at the medical reimbursement, there were some restrictions that I did not qualify for. It required too much work	2/10/2015 3:37 PM
6	Hold a couple of workshops to fill out the paperwork.	2/10/2015 1:27 PM
7	The change I would like to see is to allow adjunct faculty to qualify for the medical reimbursement with a load of 3 units per semester.	2/10/2015 12:54 PM
8	Just let part timers enroll in a district plan if they want to.	2/10/2015 11:51 AM
9	If the district could provide the part time faculty with insurance instead of the stipend, it would be more meaningful. We could teach a few more hours to compensate that! Thanks.	2/10/2015 12:23 AM
10	At a previous school, part time employees received an hourly HSA stipend of something like \$1.80 per hour. This was helpful for me and might be helpful for part timers at 1-3 units.	2/9/2015 10:39 PM
11	I think \$1600 per semester is reasonable.	2/9/2015 10:08 PM
12	I don't apply for the reimbursement as it is my understanding that since I have coverage thru another job, I cannot apply for it.	2/9/2015 8:00 PM
13	Adjunct should be paid medical benefits. Failing this adjuncts should be given the stipend regardless of whether they use it to buy medical care.	2/9/2015 6:59 PM
14	Well, having more options to choose from rather than the 2-3 that exists now. A year+ ago, I was paying \$600 per month and I'm healthy, so that was just too much. I'd recommend a cheaper option for healthy people who want more than catastrophic.	2/9/2015 6:17 PM
15	can we have a handout on how to use or a workshop?	2/9/2015 3:58 PM
16	I would love to be able to have medical and dental coverage at an affordable rate. I haven't visited my dentist in decades.	2/9/2015 3:56 PM
17	Part-timers should have the same a full-timers.	2/9/2015 3:50 PM
18	increase the number of full time employees for faculty so we are not groveling for every little thing all of the time. and thanks for advocating for more.	2/9/2015 3:15 PM
19	lower threshold to 3 units to qualify for reimbursement.	2/9/2015 1:50 PM

20	I am not sure what the process is in order to qualify for the stipend	2/9/2015 1:32 PM
21	I need health benefits and not a stipend. Why aren't you fighting for benefits for all instructors employer paid? Obviously I'm uninsured because I can't afford insurance. Therefore I can't pay out of pocket to even be reimbursed.	2/9/2015 1:25 PM
22	Any increase in the amount would be great! Thanks	2/9/2015 1:23 PM
23	Not sure if this can be used to help pay premiums or only for treatment. Would like clarification on how to do that.	2/9/2015 1:10 PM
24	I need to understand how the system works.	2/9/2015 1:08 PM
25	There should be an allowance, not a reimbursement stipend that is negated if covered under a spouse.	2/8/2015 11:06 AM
26	Would like to be able to use the stipend for partial reimbursement of insurance premiums or out of pocket expenses. Currently, I am unaware of what I can use it for, or how the process works.	2/6/2015 1:16 PM
27	More awareness similar to this campaign to get us to fill out this survey. I honestly forget, although need it. Come at night, do not have access to folks to get info or paperwork so it just becomes a 'process'.	2/5/2015 1:17 PM
28	Lowering the number of units required	2/4/2015 4:47 PM
29	Thanks for taking the time to put this together!	2/4/2015 3:50 PM
30	I wasn't aware that I was eligible. Does the fact that I am covered under my spouse's insurance make me ineligible?	2/3/2015 4:37 PM
31	Kinesiology has one unit classes that do not always meet the criteria for reimbursement. This should be equal to any other class that is 3 units. As a part-timer I can not afford insurance, so adding uninsured employees would benefit greatly.	2/2/2015 5:28 PM
32	Broadening the benefit to include cases such as mine would be helpful	1/31/2015 11:16 AM
33	Given a new basic skills class that many of us teach at Cañada which is five units and the college tendency to cancel classes, it would be helpful if eligibility was reduced to teaching 5 units. Please consider this. Or if the eligibility requirements took into account the whole year.	1/31/2015 10:33 AM
34	I am unaware of the medical reimbursement since I usually teach one class	1/30/2015 8:35 PM
35	My out of pocket medical expenses mostly are things like glasses and orthodontia for my kids. I'm not sure if this stipend even applies to such things.	1/29/2015 1:59 PM
36	I would like to select dental and vision without the health to supplement my spouse insurance. Medicare do not cover vision or dental.	1/28/2015 1:51 PM
37	Improve not only health benefits, but part-time faculty should be paid for the accurate number of hours worked.	1/28/2015 11:13 AM
38	None	1/28/2015 10:39 AM
39	Besides hiring every professor the district requires to teach classes full-time with benefits, at least provide medical benefits per semester at the same level as salaried/regular employees.	1/28/2015 10:26 AM
40	If I did not have medical benefits through my spouse's position it would not be possible for me to work part time as an adjunct under the current medical stipend/reimbursement at Skyline College	1/28/2015 9:12 AM
41	It would be convenient if applying for the reimbursement were not so full of bureaucratic requirements. The first time I did it, it took me hours to assemble all the documents and write a useful cover letter. I now have it down to a system, (a fill-in-the-blanks spreadsheet and scans of the non-changing documents) but it still takes me about 45 minutes each semester. Also, it is extra work for my wife to save all 6 of her payment advices and then find them for me each semester. It's well worth doing, but I bet there are a lot of part-timers who are intimidated by the system and don't apply.	1/28/2015 5:41 AM
42	Send directly to employee to use without conditions for wellness	1/27/2015 9:41 PM
43	Same as above	1/27/2015 8:08 PM
44	Pro -rata is justice.	1/27/2015 6:53 PM
45	The process for applying for the stipend is rather labor intensive, as paperwork needs to be filled out and sent to a Dean for approval, and cancelled checks for proof of need are required. It's a lot of work for a small sum, which is probably one reason many have not taken advantage of this.	1/27/2015 6:52 PM

46	My monthly premiums are low but my deductible and out-of-pocket expenses are high. My medical bills for routine visits and tests are high.	1/27/2015 3:51 PM
47	Again, reimbursements only made available to employees without partial spousal coverage is unfair and discriminatory. I pay a high monthly premium for med insurance, regardless of whose plan I'm on, my wife's or my own. That provision to only cover self-payers needs to be changed in the contract.	1/27/2015 3:23 PM
48	Set up an easy direct way to sign up for this stipend. Have a website where we can sign in and register for it taking no longer than 15-20minutes. I have multiple part-time jobs and commute in from far away, so this is perhaps why I was not aware of this benefit. Make it accessible! Thank You	1/27/2015 3:21 PM
49	it would be great if the benefits would cover alternative treatments such as accupuncture, chiropractic, and homeopathic services.	1/27/2015 3:19 PM
50	I am really happy that this exists in our district, I know some of my colleagues take advantage of it even though I don't need it, I would love to see it increased. Thanks.	1/27/2015 2:01 PM
51	As i stated earlier, provide fully covered medical insurance to Adjuncts who teach 9 hours per semester.	1/27/2015 12:53 PM
52	There are plans that seem to cover dependents. I am interested in a plan that would defer some of my physician and RX expenses.	1/27/2015 12:46 PM
53	I didn't know I had them, but the big question is could I use the stipend to pay for out of pocket monthly that my employer doesn't pay? If so how?	1/27/2015 11:39 AM
54	Even if I have insurance through my employer, I should be eligible to receive the reimbursement.	1/27/2015 11:22 AM
55	A more flexible program that reimbursed for something other than the cost of insurance premiums (like out-of-pocket mental health care). A health savings account might be nice for adjuncts and could be used for things like eyeglasses, dental, etc. without requiring the purchase of an insurance plan for those things.	1/27/2015 10:34 AM
56	I mentioned that the reimbursement is awarded on 6 units. Classes get cancelled for various reasons and as a part timer I am not always sure that I can get the \$600.	1/27/2015 10:02 AM
57	What about percentage rather than reimbursement? If you are an older person, the stipend is not very helpful compared to what you have to pay. Or a formula on years of service, and what you pay. In my case, I make too much to get reimbursement but my insurance costs are very high compared to what I make as an adjunct.	1/27/2015 9:23 AM
58	I know other districts and institutions offer health insurance for part timers after you have taught a certain amount of units, etc. This would be the BIGGEST advance of my current financial standing and feeling supported as adjunct faculty. Either offering health care to permanent adjuncts like myself (I have been teaching the maximum units at Skyline for 9 years), or significantly raising the reimbursement level so it actually covers more than a month of health insurance expenses. THANK YOU!! for working on this. It is the most important thing the union can do to improve my experience as an adjunct.	1/27/2015 9:15 AM
59	I knew of the reimbursement, but thought I was ineligible. I'd like to know more about who can use this money and when.	1/27/2015 8:51 AM
60	I really hope I can get reimbursement even for 5 credits	1/27/2015 8:23 AM
61	no increase needed	1/26/2015 11:06 PM
62	Part time employees should be compensated for health care by an amount equivalent to about 50-60% of the coverage college provides to full timers	1/26/2015 10:55 PM
63	Fall semester was the only semester in 12 years of teaching at Canada that my class load allowed for any possible stipend. There should be some assistance for lower percentage of teaching time.	1/26/2015 10:51 PM
64	Would be nice to cover employee cost of another employer or retiree coverage.	1/26/2015 10:32 PM
65	Stipend should be allowed to more than 40% of units taught	1/26/2015 9:28 PM
66	Pt need coverage.period! By giving us nothing you are taking advantage of us..it's terrible and shameful on the districts part	1/26/2015 9:13 PM
67	I am proud of the work my union performs on behalf of adjunct faculty.	1/26/2015 9:12 PM
68	I think part-timers should receive benefits and pay equal to the hours they work. Thus, someone who works 20% a full time load should be paid for their semester 20% of a full-timer and receive 20% of the benefits of a full-timer. In this way, it would discourage schools from hiring two part-timers in the place of one full timer. This is one way we could fight the system of unfair employment practices in higher ed across the country.	1/26/2015 8:58 PM



69	get us into the group policy=better deal (and pay part)	1/26/2015 8:23 PM
70	Making sure that mental health coverage is included, as should dental and vision. It's all medical care.	1/26/2015 8:22 PM
71	Currently I am an employed professional and my employer reimburses my health insurance cost. For many years I was a self employed independent consultant & responsible for my own health insurance. During this period I was also an adjunct professor. It would have been very helpful if the community college reimbursed me for the percentage of my contract time dedicated to the college. A formula based on adjunct hours? complicated, but \$600 per semester? Seems like a small percentage, although welcomed, for 4 months of premiums...currently my premium is in excess of \$800 per month...	1/26/2015 8:15 PM
72	Give part-timers the ability to buy into the group health and cover a percentage of it as is the case in FDA. Anything less isn't fair.	1/26/2015 7:44 PM
73	Make the minimum load requirements more reasonable; lower it. Few faculty teach the right balance of credits v. number of courses to magically get the minimum load. One can only teach so many credits/courses as a part-timer, before it becomes an overload, and even with a three course load I cannot qualify. A fourth course would be beyond a part-timer load.	1/26/2015 7:41 PM
74	Getting the stipend really helps, but it doesn't even pay for one month of pay.	1/26/2015 7:40 PM
75	District should offer medical benefits for part-timers for having 40%-60% load.	1/26/2015 6:41 PM
76	we shouldn't have to apply for the funds. they should just automatically give it to us based upon our workload	1/26/2015 6:22 PM
77	The District makes it virtually impossible for part-timers to even get the small amount presently offered. It must be an easier way to be eligible (such as contract for part time counselor, I still waiting for adjust like me to mention on the contract) and consequently an easier proves.	1/26/2015 6:18 PM
78	CONSIDER the following: 1. The older we are, the more we pay. 2. A few times, I have personally spent 100% of my monthly wages to cover a portion of a root canal and crown.	1/26/2015 5:54 PM
79	Negotiating affordable rates for Adjuncts to be able to afford to buy in to SMCCD medical benefits (current rates are well over \$600/mo), as well as options to purchase dental and vision (neither of which I have and could greatly use).	1/26/2015 5:36 PM
80	It is appalling in the California that we have the same monetary limit that is used for each state in the country. It is far more expensive to live in the Bay Area and live off of a part-time salary. On top of this, you are charged a fee for not having insurance. Faculty should at least have insurance pro-rated to the % of load they teach. Thanks for inquiring about this.	1/26/2015 5:10 PM
81	It should not only more generous in terms of the amount but also regarding teaching load as right now our load is has been decreased	1/26/2015 5:09 PM
82	Even if covered at \$1600/semester, AND not limited by my changing load, I'd have to calculate to see if it made sense since I'd have to pay summer months out of pocket. So, the main things for me are: stability & cost	1/26/2015 5:02 PM
83	af	1/26/2015 4:56 PM
84	None	1/26/2015 4:55 PM
85	I use my Flexible Spending Account for dental and vision expenses. Could dental and/or vision coverage for part-timers be negotiated?	1/26/2015 4:51 PM
86	I know that the person who does this at Skyline sends notices and emails about these benefits. I need to be more pro-active about checking to see if I can qualify for them.	1/26/2015 4:50 PM
87	Helpful to provide employer sponsored medical plans for part-time faculty employees, even if it's only for a single plan. Covered California income limits are too low for most of us to qualify for, the gov't incentives don't kick in thus, we end up paying so much more for our health insurance.	1/26/2015 4:49 PM
88	All instructors be it part-time or full-time should have both medical and retirement benefits. Instead of a stipend that's paid after the fact, the union's focus should be on securing these benefits.	1/26/2015 4:48 PM
89	The amount of money available is not enough. You should just eliminate this benefit. Anyone who has to pay their own insurance without another employer will not be making much and should just get an obamacare plan and get it subsidized. The District is just like WalMart. Don't pay your employees equally, screw them when they want to get a FT job at the college. take away classes they teach and leave them with no income. And, sorry, but you guys at the union don't do anything to help.	1/26/2015 4:44 PM

90	Would like to use this to pay for out-of-pocket costs for my coverage by spouse's benefits	1/26/2015 4:38 PM
91	my co-pays, non-covered treatment and limits on treatment could be covered if stipend permitted	1/26/2015 4:37 PM
92	I'm an advocate for preventative treatment and healthy lifestyle. I recommend providing coverage for an inexpensive gym, swimming pool, basic chiropractic adjustment visits, or other similar preventative treatments. I don't believe these are covered currently.	1/26/2015 4:34 PM
93	my husband pays \$300 monthly for our plan	1/26/2015 4:28 PM
94	Test	1/26/2015 4:24 PM