

Health Benefit Plans for Adjunct Faculty

DISTRICT	STIPEND/\$ AMT.	CRITERIA	COVERAGE								
Chabot-Las Positas		Must have a 40% load	District provides 50% of premium costs for Kaiser High or Low plans. (Contingent upon State paying 50%)								
Contra Costa		Must maintain an average load of 30%	District contributes 50% of the health and/or dental premium for part-time faculty who teach 50% or less. (Contingent upon State paying 50%) For those teaching over 50%, the District will pay a premium amount proportionate to the District's average health plan premium contribution for full-time unit members, and/or a premium amount proportionate to the dental plan premium (so if teaching 67%, the district pays 67% of the premium).								
Foothill/DeAnza		Part-timers with a 40% load and with re-employment reference	<p>Must enroll in a CalPERS basic plan. District contribution depends on load:</p> <table border="1" data-bbox="1138 821 1894 974"> <thead> <tr> <th data-bbox="1138 821 1516 860">Load</th> <th data-bbox="1516 821 1894 860">District contribution</th> </tr> </thead> <tbody> <tr> <td data-bbox="1138 860 1516 899">.4-.499</td> <td data-bbox="1516 860 1894 899">40% of premium</td> </tr> <tr> <td data-bbox="1138 899 1516 938">.5-.599</td> <td data-bbox="1516 899 1894 938">50% of premium</td> </tr> <tr> <td data-bbox="1138 938 1516 974">.6-.699</td> <td data-bbox="1516 938 1894 974">60% of premium</td> </tr> </tbody> </table>	Load	District contribution	.4-.499	40% of premium	.5-.599	50% of premium	.6-.699	60% of premium
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Marin		Credit adjunct faculty who teach twelve 12 credit units or more in an academic year and who teach at least six (6) credit units in the Fall semester.	100% Kaiser coverage for employee and one dependent								
Ohlone (Fremont)			No paid benefits.								
Peralta		Part-timer must work a 40% load.	District provides 50% of premium costs for Kaiser HMO								

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San Francisco		Part-timers teaching 50% load in their third semester (after teaching any load for two previous semesters)	Semi-monthly rates: <table border="1" data-bbox="1146 347 1881 847"> <thead> <tr> <th></th> <th>Total Premium</th> <th>District Contribution</th> <th>Employee Cost</th> </tr> </thead> <tbody> <tr> <td colspan="4">Kaiser</td> </tr> <tr> <td>Employee Only</td> <td>\$252.61</td> <td>\$252.61</td> <td>\$0.00</td> </tr> <tr> <td>Employee +1</td> <td>\$504.71</td> <td>\$424.71</td> <td>\$80.00</td> </tr> <tr> <td>Employee +2/more</td> <td>\$713.96</td> <td>\$477.29</td> <td>\$236.67</td> </tr> <tr> <td colspan="4">Blue Shield</td> </tr> <tr> <td>Employee Only</td> <td>\$294.70</td> <td>\$274.04</td> <td>\$20.66</td> </tr> <tr> <td>Employee +1</td> <td>\$588.91</td> <td>\$473.56</td> <td>\$115.35</td> </tr> <tr> <td>Employee +2/more</td> <td>\$833.09</td> <td>\$549.49</td> <td>\$283.60</td> </tr> <tr> <td colspan="4">City Plan</td> </tr> <tr> <td>Employee Only</td> <td>\$555.44</td> <td>\$274.04</td> <td>\$281.40</td> </tr> <tr> <td>Employee +1</td> <td>\$1,089.32</td> <td>\$473.56</td> <td>\$615.76</td> </tr> <tr> <td>Employee +2/more</td> <td>\$1,527.87</td> <td>\$549.49</td> <td>\$978.38</td> </tr> </tbody> </table>		Total Premium	District Contribution	Employee Cost	Kaiser				Employee Only	\$252.61	\$252.61	\$0.00	Employee +1	\$504.71	\$424.71	\$80.00	Employee +2/more	\$713.96	\$477.29	\$236.67	Blue Shield				Employee Only	\$294.70	\$274.04	\$20.66	Employee +1	\$588.91	\$473.56	\$115.35	Employee +2/more	\$833.09	\$549.49	\$283.60	City Plan				Employee Only	\$555.44	\$274.04	\$281.40	Employee +1	\$1,089.32	\$473.56	\$615.76	Employee +2/more	\$1,527.87	\$549.49	\$978.38
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San Jose/Evergreen		At least 40% of load	50% of costs for individual Kaiser Plan paid for by the District and 50% paid for by the adjunct. Adjunct may pay for their dependents but they pay the full amount.																																																				
San Mateo	\$600 per semester	Must be employed in the District at 40% or more of a full-time load and complete a 40% load.																																																					
West Valley/Mission	Up to \$1,000 per semester	40% teaching load and must have worked at least 40% assignment in the previous three consecutive semesters.	Eligible for a payment of either (1) the amount of premium representing six months of coverage; or (2) \$1000, whichever is less. If the amount available for reimbursement of paid premiums (\$30,000 per six months) is not sufficient to meet all the submitted claims, each eligible claimant shall receive an equal prorated share of the \$30,000.																																																				