

Tentative Agreement between College of the Desert and CODAA
October 22, 2025

ARTICLE 21: HEALTH BENEFITS

Section 1. There will be two (2) voting members of the Adjunct faculty appointed by the College of the Desert Adjunct Association to the Health and Welfare Committee (see Appendix F).

Section 2. For each fiscal year, the District shall establish a part-time faculty health insurance program in order to participate in the 100% State Funded Part-Time Faculty Health Insurance Program for medical coverage only.

A. Unit Members whose College of the Desert semester teaching/work assignment equals or exceeds 40 percent (40%) of the cumulative equivalent of a minimum full-time teaching/work assignment (as defined by Ed. Code Section 87861) are eligible to receive the following:

1. Reimbursement for medical insurance premiums purchased for themselves and their dependents up to \$1,766.00 per calendar month; should medical insurance premiums be less than \$1,766.00 per calendar month, unit members will only be eligible to receive reimbursement for actual expenses incurred.

B. A multidistrict part-time faculty member, whose total semester teaching/work assignments at two or more community college districts equals or exceeds 40 percent of the cumulative equivalent of a minimum full-time teaching assignment (as defined by Ed. Code Section 87861), shall be reimbursed by the District for the District's proportionate share of their total medical insurance premium they individually purchased for themselves and eligible dependents.

The District's proportionate share shall be determined as follows:

District's share of reimbursement = $(A \div B) * C$

A = total premium paid by the multidistrict part-time faculty

B = total number of districts in which the multidistrict part-time faculty works

C = % of health care cost paid by the district toward the total cost of the premium (but not greater than a proportionate share of a district's most commonly subscribed family coverage plan) The District's percentage of health care cost is 100% under this article.

C. A part-time faculty member, multidistrict part-time faculty member, or their eligible dependents are not eligible to participate in the program if:

1. Their premiums for medical insurance are paid by an employer other than a community college district.

39 2. They are a retired College of the Desert employee receiving early retiree
40 benefits.

41 D. For the purposes of this article, a 40% assignment shall be calculated as
42 load per semester. Unit members must have worked a minimum of 40 percent (40%)
43 throughout the semester for which they are requesting reimbursement.

44 E. There will be two reimbursement periods – Spring and Fall. Spring
45 Reimbursement Period will apply to expenses incurred December through May. Fall
46 Reimbursement Period will apply to expenses incurred June through November.

47 F. Reimbursement requests, via laserfische forms, along with any required
48 proof of payment for medical insurance premiums, must be submitted to the Accounting
49 Department by May 15 for Spring reimbursement period or by January 15th for the Fall
50 reimbursement period.

51 G. The District will require an itemized proof of payment that must indicate
52 the amount of the incurred expense for the eligible unit member for the medical
53 insurance premium. Expenses on the proof of payment must be incurred during the
54 reimbursement period being requested as outlined in Section E. The District may require
55 verification of multidistrict part-time faculty eligibility and adherence to Section B.
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57 **Section 3.** If the District receives less than 100% reimbursement from the State for its
58 correctly submitted eligible medical premium and reimbursement expenses under this
59 program, or the State ceases to offer the reimbursement program for any reason in the
60 future, the parties agree that the program will cease to exist immediately.