

TENTATIVE AGREEMENT

College of the Desert Adjunct Association And Desert Community College District

Article XXI: 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. A medical insurance reimbursement provision will be in effect from January 1, 2023 through June 30, 2024. The District will provide a medical insurance premium reimbursement to unit members as stipulated below. The maximum total amount of the District's reimbursement will be \$150,000 for this time period. Reimbursement stipulations are as follows:

- A. Reimbursements will be for medical coverage only (i.e. dental, vision, or other voluntary benefits will not be eligible)
- B. There will be two reimbursement periods - Spring and Fall.
 - a. Spring Reimbursement Period will apply to expenses incurred January through June
 - b. Fall Reimbursement Period will apply to expenses incurred July through December
- C. To be eligible for the reimbursement periods, unit members must hold an adjunct assignment in Spring following the Winter term or the Fall following the Summer term of the period they are claiming reimbursement. Adjuncts eligible for Medicare Insurance are not eligible for this program.
- D. Reimbursement amounts are prorated equally to participating adjunct based on participation and available funding. This payment shall be in a lump sum after the end of each reimbursement period. For the Spring 2023 semester, Participating Adjuncts will be guaranteed forty dollars (\$40) per month for the reimbursement period. Once the overall participation levels have been determined, reimbursements may increase in subsequent reimbursement periods.
- E. For reimbursement, unit members must provide the District with proof of payment of their medical insurance premium.
 - a. Proof of payment must indicate the amount of the incurred expense the unit member is contributing (out-of-pocket expense) for the insurance premium.
 - b. Expenses on the proof of payment must be incurred during the reimbursement period being requested.
 - c. Proof of payment must be submitted to the Payroll Department by July 15th for Spring reimbursement period or by January 15th for Fall reimbursement period.
 - i. Proof of payments could include paystubs verifying a unit member's financial contribution for insurance coverage from an employer, financial contribution for insurance coverage from a spouse's/domestic partner's employer, or insurance coverage from a former employer. It may also include policy statements verifying payment of private insurance that covers the unit member.
 - ii. Verification that the unit member is a covered dependent on the insurance policy they are requesting reimbursement for may be required.

Section 3. Notwithstanding Article XXIV, Section 4, the District and the Association acknowledge the evolving conditions and stipulations of legislation which may impact the terms of this Article to which the parties agree to meet and negotiate.

FOR DCCD

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