



Strengthen, Increase, Promote and Advance

August 19, 2019

To: All Adjunct Faculty

From: Mt. San Antonio College Faculty Association
Mt. San Antonio College District

RE: Adjunct Health Insurance

Starting with the year 2019 – 2020, the District will increase the pool of money for adjunct health benefits from \$250,000 to \$809,135 with an increase in the amount that is guaranteed for each adjunct who uses the pool from \$3,120 to \$6,000.

All adjunct professors who qualify under the Affordable Care Act are considered eligible adjunct employees under the Section 8.F.1. and are not subject to the maximum annual pool limitation.

Otherwise, to be eligible for this program, the employee:

- Must have served the District as an adjunct professor for a minimum of four (4) consecutive semesters, not including summer/winter intersessions, prior to applying for medical and/or HMO dental benefits described herein;
- Must not be receiving medical or dental insurance coverage through another employer, either directly or as a spouse, domestic partner or dependent; and
- Must comply with all regulations and procedures of the carrier for enrollment and maintenance of coverage.

A break in service of greater than two (2) years will nullify eligibility.

Credit adjunct faculty professors must be scheduled to teach at least twenty Percent (20% or 3 LHE) of a full-time load.

Noncredit adjunct faculty professors must be scheduled to teach at least six (6) hours per week for each primary term.

The employee must enroll within four (4) weeks of the start of the employee's assignment in the fall or spring term for eligibility. If the enrollment deadline is not met, the eligible employee may apply for this benefit in the subsequent semester.

By the conclusion of the fiscal year, if there is a balance in the maximum annual pool, such balance shall be distributed equally among the employees participating in the adjunct employee medical program. The total annual benefit to an employee shall not exceed the actual cost of the annual medical care premium for employee-only coverage in the plan in which the employee is enrolled.

If the number of applicants for medical benefits is projected to result in a cost to the District that will exceed the funds available in the maximum annual pool, the applicant(s) with the earliest hire date as an adjunct employee will be given priority.

Please read Article 8.F. of the FA Contract for more information.

If there are any questions, please contact Joan Sholars at jsholars5@gmail.com or at 909-274-5752.