

COLLEGE AND CONTINUING EDUCATION HEALTH INSURANCE QUALIFICATION RULES

1. COLLEGE ADJUNCT FACULTY HEALTH INSURANCE QUALIFICATION RULES

In order for college adjunct to qualify for benefits, they must have a 50% FTE average for two consecutive semesters. If it looks like their average will remain at 50% they are eligible during the 3rd semester. This is only for Spring and Fall Semesters, intersession and summer do not count toward the 50% FTE. For adjunct faculty in this category, Kaiser is their only choice for medical coverage. According to the bargaining agreement, they are eligible for District paid coverage for themselves only. If they want to add family members, they must pay for their family members.

During open enrollment adjunct faculty are allowed to add family members to their Kaiser coverage at no cost to themselves. They are also allowed to enroll in dental and vision coverage. This action happens only during open enrollment if funds are available. If college adjunct lose benefits due to a reduced workload, their only option is COBRA.

2. CONTINUING EDUCATION ADJUNCT FACULTY HEALTH INSURANCE QUALIFICATION RULES

In order for continuing education adjunct to qualify for District paid medical, dental and vision coverage, they must work 15 classroom hours a week for six consecutive months. They will be eligible starting with the seventh month. This is only Spring and Fall Semesters only