ARTICLE 28  FRINGE BENEFITS


A. Medical

1. The District shall continue to provide, in accordance with carrier requirements, medical care insurance programs to eligible classified employees as determined by the Health Service System.

1.1 The District shall pay the following amounts semi-monthly towards each covered current employee's contribution to medical insurance premiums for the term of this Agreement:

PLACEHOLDER FOR NEW DISTRICT CONTRIBUTION.

<table>
<thead>
<tr>
<th></th>
<th>Member only</th>
<th>Member + 1 Dependent</th>
<th>Member + 2 or more Dependents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kaiser</td>
<td>$252.61</td>
<td>$392.87</td>
<td>$423.43</td>
</tr>
<tr>
<td>Blue-Shield</td>
<td>$278.95</td>
<td>$443.95</td>
<td>$498.80</td>
</tr>
<tr>
<td>City-Plan</td>
<td>$278.75</td>
<td>$496.68</td>
<td>$571.80</td>
</tr>
</tbody>
</table>

Should the City's Charter mandated contribution increase during the term of this Agreement, the amount of the District’s contribution as listed above shall increase accordingly.

1.2 In addition to the benefits in Section 28.A.1.1 above, for employees who elected coverage for employee plus two or more family members, the District shall pay a $200 flat sum partial reimbursement of each employee's contribution to Dependent Care Health Benefits.

1.3 Per Article 25.A.4, medical insurance premiums shall be subject to further negotiations during the term of this Agreement.

2. Temporary employees who work twenty (20) or more hours per week and have six (6) months or more of continuous service may become members of the Health Service System.

3. Temporary school term employees working 20 hours or more per week during periods when school is in session shall continue membership in the Health Service System during summer periods.

4. Employees who have underlying permanent employee status shall continue membership in the Health Service System.

5. Eligible part-time employees shall contribute 40% towards the cost of health insurance premiums.
ARTICLE 28  FRINGE BENEFITS

5 6. The parties continue their commitment to explore alternatives to the Health Service System.

B. Prescription Drug Plan

Classified employees working 20 or more hours per week and their eligible dependents with District-provided Health Service System health plans shall be eligible for the District-provided Drug Plan. Employees and their eligible dependents shall first obtain prescriptions through such plans. **The District shall reimburse the employee or eligible dependent co-payment, if any.** Employee dependents who are not participating in a District-provided Health Service System health plan shall not be eligible for benefits under the District-provided Drug Plan.

**In accordance with Article 25, section A the amount of the District's reimbursement of co-payment shall be subject to negotiations.**

C. Life Insurance

1. The District shall continue to provide, in accordance with carrier requirements, life insurance coverage to full-time and part-time employees.

   1.1 Within sixty (60) days of ratification of this Agreement, the District shall provide, in accordance with carrier requirement, life insurance coverage to employees working 20 hours or more per week.

2. Subject to carrier requirements, the face value of the life insurance policy shall be $50,000.

D. Dental/Orthodontia

The District shall provide, in accordance with carrier requirements, dental and orthodontia coverage to full-time and part-time employees working 20 hours or more per week and their eligible dependents as follows:

Dental Insurance: General, Per Year $3,000.

   Lifetime Orthodontia $2,000.

E. Benefits While on Unpaid Leave of Absence

1. The District will discontinue payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid leave status in excess of twelve (12) continuous weeks, with the exception of approved sick leave, workers' compensation leave, family care leave, or mandatory administrative leave.
2. Affected employees must make arrangements with the District Business Office for payment of benefit premiums within twenty (20) working days following notice of approval of leave. Members not making such arrangements within twenty (20) working days following notice of approval of leave shall have coverage rescinded until they return from leave.

F. Retiree Medical Insurance

1. Effective July 1, 2013, all members eligible for retiree health care will contribute two percent (2%) of base salary to the Retiree Health Care Trust Fund (RHCTF).

2. Placeholder — [TO THE EXTENT CONSISTENT WITH THE SAN FRANCISCO CITY CHARTER, INCREASE ELIGIBILITY REQUIREMENTS TO QUALIFY FOR DISTRICT-PAID RETIREE MEDICAL INSURANCE.]

3. Placeholder — [TO THE EXTENT CONSISTENT WITH THE SAN FRANCISCO CITY CHARTER, MODIFY VESTING SCHEDULE.]
The Union shall be entitled to one (1) representative at all District insurance meetings considering drug, dental and life carriers, bids, specifications and selection, including selection and specifications for consultants for the above-mentioned insurance.

E. Pool Access

Effective Spring 2009, wWhen school is in session, faculty shall have access to the pool within the Wellness Center on the Ocean campus during specified available hours. For Spring 2009, those hours will be from 41 AM to 1 PM Monday through Friday and from 5 PM to 6 PM Monday through Thursday. The parties will jointly publicize faculty pool access hours at the beginning of each semester. The parties shall review the utilization of the pool over the term of the Agreement and pledge to work cooperatively regarding setting of access hours and any protocol issues that may arise.

F. Retiree Health Benefits — During the term of this Agreement

**Effective July 1, 2013, all full-time faculty will contribute two percent (2%) of base salary to the Retiree Health Care Trust Fund (RHCTF).**

1. The District will conduct further actuarial studies to identify the extent of its unfunded liability for retiree health benefits (GASB 45). Consistent with GASB, the parties will negotiate over means for addressing the unfunded liability stemming from retirees’ health costs.

2. The parties will explore potential options for part-time retirees to access retiree health benefits.

G. CalSTRS Contribution Increase

In consideration of the contributions made by the faculty bargaining unit to balancing the District budget in recent years, the District will consider any increase mandated by CalSTRS during the term of this Agreement as a challenge that will not be borne solely by the employees who are STRS members but instead as a cost to be addressed as part of the District’s overall plan for addressing its budget gap.

G. Retiree Medical Vesting

[PLACEHOLDER]
week period of disability under Article 17, Section D, Paid Maternity Leave.

1.5 For purposes of this section, effective Academic Year 2006-2007, following a break in service of more than four consecutive semesters (a one-month grace period shall be given), an employee shall revert to third semester status provided he/she had attained at least that status prior to the break in service. Employees who do not revert to third semester status following a break in service must establish eligibility pursuant to Section 1.1, above.

2. Dental Insurance

2.1 The District shall provide, in accordance with carrier requirements, general dental and orthodontia coverage as follows:

- General dental, per calendar year: $3,000
- Orthodontia, lifetime: $2,000

Effective July 1, 1990, eligible employees will be provided, at District expense, as long as so employed, the Delta Dental Plan of California one hundred percent (100%) Dental Insurance Program, including orthodontia, for employee and dependents, in accordance with carrier requirements:

The District shall contribute fifty percent (50%) of premium cost for this coverage.

3. Health Insurance

3.1 Eligible employees will be provided coverage as long as they remain eligible during the academic year. (See 21.B.1 et. seq.) The District’s contribution shall be as provided in Article 21.A.1.1 above, provided that, as a cost-sharing measure, eligible employees shall pick up forty percent (40%) of the cost of the District’s contribution.

3.1.1 The semi-monthly Charter mandated District contribution effective July 1, 2011 is $251.97. Effective July 1, 2014, the District shall provide the following additional semi-monthly contribution for employee medical insurance premiums:
eligible for benefits and whose coverage is being terminated.

1.1.4 Effective Fall Semester 2000, Part-time employees initially determined to be eligible for health and dental coverage for a semester under Section 1.1, above, subsequently shall not be determined to be ineligible for health and dental coverage under that section if they should suffer a reduction in assigned hours/units in the same semester due to class cancellation(s) because of low enrollment, provided they continue to be assigned for a minimum of five (5) hours per week in the noncredit program or a minimum of three (3) units per week in the credit program. For purposes of this section, employees must serve at least 75% of the service days required in a full semester within that assignment. The total expenditure for this benefit and transit/parking fees (Article 20) shall not exceed $50,000 in any year during the three-year period covered by this Agreement (a total allocation of $150,000 for the three-year period).

1.1.4.1 For Academic Year 2009-1010 in light of the fiscal crisis and course and schedule reductions prior to the beginning of the Fall and/or Spring semester(s), the District shall not deem part-time faculty ineligible for health and dental coverage provided they were (1) eligible for health and dental benefits in the prior semester, and (2) continue to be assigned for a minimum of five (5) hours per week in the noncredit program or a minimum of three (3) units per week in the credit program. The parties may reopen this provision of the agreement to discuss whether the provision should be continued beyond the 2009-2010 Academic Year.

Section 1.1.4.1 continues for Academic Year 2010-2011; provided, however, that no later than spring 2011, the appropriate Department Chair or Dean must certify that a part-timer retaining eligibility under this Section did not do so through a voluntary reduction in their assignment.
<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>12-13</th>
<th>13-14</th>
<th>14-15</th>
<th>15-16</th>
<th>16-17</th>
<th>17-18</th>
<th>18-19</th>
<th>19-20</th>
<th>20-21</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bd Designated Reserve</td>
<td>$4,000,000</td>
<td>$4,000,000</td>
<td>$10,000,000</td>
<td>$13,000,000</td>
<td>$14,200,000</td>
<td>$15,400,000</td>
<td>$16,600,000</td>
<td>$17,665,293</td>
<td>$18,018,599</td>
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<tr>
<td>Addition to BDR</td>
<td>$ -</td>
<td>$6,000,000</td>
<td>$3,000,000</td>
<td>$1,200,000</td>
<td>$1,200,000</td>
<td>$1,200,000</td>
<td>$1,200,000</td>
<td>$1,065,293</td>
<td>$853,306</td>
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<tr>
<td>Total Amt in Bd Designated Reserve</td>
<td>$4,000,000</td>
<td>$10,000,000</td>
<td>$13,000,000</td>
<td>$14,200,000</td>
<td>$15,400,000</td>
<td>$16,600,000</td>
<td>$17,665,293</td>
<td>$18,018,599</td>
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<tr>
<td>Expected U Fund Expenditures</td>
<td>$185,000,000</td>
<td>$200,000,000</td>
<td>$204,000,000</td>
<td>$208,080,000</td>
<td>$212,241,600</td>
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<td>$225,232,484</td>
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<td>Projected Reserve as % of U Fund Expenditures</td>
<td>2.2%</td>
<td>5.0%</td>
<td>6.4%</td>
<td>6.8%</td>
<td>7.3%</td>
<td>7.7%</td>
<td>8.0%</td>
<td>8.0%</td>
<td>8.0%</td>
</tr>
</tbody>
</table>

Funds Remaining for Other Needs
After Allocations to Bd Designated Reserve
| Maintenance | $1,500,000 | $2,000,000 | $2,500,000 | $2,550,000 | $2,601,000 | $2,653,020 | $2,706,080 | $2,760,202 | $19,270,302 |
| Technology | $1,500,000 | $2,000,000 | $2,500,000 | $2,550,000 | $2,601,000 | $2,653,020 | $2,706,080 | $2,760,202 | $19,270,302 |
| OPEB Employer share** | $1,000,000 | $2,000,000 | $2,500,000 | $2,750,000 | $3,000,000 | $3,250,000 | $3,750,000 | $4,000,000 | $22,250,000 |
| Professional Development | $150,000 | $250,000 | $250,000 | $250,000 | $250,000 | $250,000 | $250,000 | $250,000 | $1,900,000 |
| Special Reserve for 9th Year /Emergencies | $850,000 | $1,000,000 | $1,000,000 | $1,000,000 | $1,000,000 | $900,000 | $800,000 | $750,000 | $7,500,000 |
| Funds Available to makeup gap created by lost apportionment revenue due to low enrollment, or for odd I classes, and for writing off unpaid student fees | $3,500,000 | $4,250,000 | $4,450,000 | $4,100,000 | $3,848,000 | $3,728,667 | $3,934,533 | $3,619,224 |

** does not include $500K already allocated in operating budget

Jan 24 2013
PG