

**Side Letter of Agreement 2015-16.3**

**Cabrillo Community College District (District)  
and the  
Cabrillo College Federation of Teachers (CCFT)**

**Maintenance of Health Benefits Stipend for Adjunct Faculty  
Whose Initial Eligibility Has Been Established per Section 14.4 and  
Offer of Coverage to All Adjunct Faculty**

Effective, July 1, 2015, the parties agree:

1. As of May 1, 2015, each adjunct unit member who has attained eligibility for a District-paid benefit stipend according to Section 14.4.1 shall maintain that eligibility pursuant to the terms of that Section.
2. Any adjunct unit member who has not attained eligibility for a District-paid stipend pursuant to Section 14.4 by May 1, 2015, shall be offered health coverage at the employee's own cost, with an effective date of October 1, 2015 (or, if hired after the enrollment deadline, the first of the month following his or her date of hire).
  - a. The District shall offer the Anchor Bronze plan through SISC (effective October 1, 2015), which provides minimum essential health coverage and minimum value, as those terms are defined by the Patient Protection and Affordable Care Act's Employer Shared Responsibility Provisions, to all adjunct unit members and their dependent children up to age 26.
  - b. The District's offer of coverage shall not include a dental coverage option.
  - c. An adjunct unit member who enrolls thereby consents to the cost of the coverage being deducted from his or her salary.
3. Any adjunct unit member who opts out of the District's offer of coverage during the enrollment period agrees to execute an "opt out" form and provide it to the District's Human Resources Department by September 3, 2015.

Date

6/25/15

  
For Cabrillo Community College District

Date

6/25/2015

  
For Cabrillo College Federation of Teachers  
(CCFT)