
AGREEMENT

2022-2025

between the

Santa Monica College Faculty Association

and the

Santa Monica Community College District

August 23, 2022 - August 25, 2025



ARTICLE 10 : BENEFITS

10.1 BASIC MEDICAL PLAN. Effective August 1, 2019 the District shall contribute \$1,239.82 tenthly toward payment of the premium of a medical plan selected by the full time employee. The medical plan chosen shall be one of those offered by PERS under the Public Employees Medical and Hospital Care Act. This basic contribution by the District shall be increased August 1st each year by five percent (5%) of the previous year's premium for Kaiser Medical Plan two party coverage.

10.1.1 Those full-time faculty eligible for health benefits who can prove other health care coverage may elect to decline coverage by the District.

Any such faculty member will be paid \$2,000 per year; this money may be used for any purpose and will be taxable to the employee. This money will be paid one-half at the end of each semester in a lump sum payment. Once health benefits are declined, no change may be made during the benefit year unless authorized under PERS approved exceptions to open enrollment period elections.

Any faculty member who declines coverage MUST renew that declination each year during the open enrollment period and provide proof of continuing health coverage.

10.2 SUPPLEMENTAL BENEFITS PLAN. The District shall provide as a supplemental benefit plan for full time employees an amount equal to the difference between the basic medical plan and the total cost of a medical, dental, and vision insurance care plan selected by the employee for the employee and his/her dependents.

Effective January 1, 2013, the District's contribution for medical insurance shall not exceed the cost of the highest non-PERSCare plan offered by PERS to District employees. If the faculty member selects the PERSCare Coverage plan, the faculty member shall pay the difference between the PERSCare premium and the premium for the highest non-PERSCare Coverage plan.

10.2.1 The following provision shall apply to: (a) any faculty member who switches coverage from PERSCare to PERSChoice during the 2012 open enrollment period; (b) any faculty member who had PERSCare in 2012 and switches to PERSChoice in a subsequent year; (c) any faculty member who had PERSChoice in 2012; and (d) to any retired faculty member receiving early retiree supplemental benefits as of January 1, 2013. Effective starting January 1, 2013:

(a) To prevent any catastrophic loss to any such faculty member from switching plans, the District shall reimburse the faculty member for out-of-pocket expenses in excess of \$250.00 in any calendar year incurred by the faculty member and his/her eligible