

## Side Letter of Agreement 2022-23.6

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

#### Benefits Agreement Effective with the 2023-24 Academic Year

The District and CCFT agree to the changes below effective with the 2023-24 academic year:

A. Article 14 Health and Welfare Insurance Coverage: The parties agree to make the following changes to Article 14:

1. The District pays a stipend for contract/regular unit members that includes medical, dental, life and disability insurance coverage. Full time regular or contract unit members will continue to share 50% of the increase in insurance benefits costs for the 202~~23~~-2~~4~~<sup>3</sup> academic year.
2. The benefit stipend amounts set forth in section 14.2 shall be adjusted to reflect the applicable new rates as follows (see Appendix G.1):

a) 14.2.3 Medical Coverage for Employee Only:

The District shall provide full-time regular and contract unit members with medical coverage for employee only, a benefits stipend for medical, dental, life insurance and disability insurance, up to \$~~13,945.34~~~~13,135.12~~ per year, calculated based on their assignment status.

14.2.3.1 Ten month assignment: \$~~1,394.53~~~~1,313.51~~ (\$~~13,945.34~~~~13,135.12~~ annually)

b) 14.2.4 Medical Coverage for Employee Plus One Dependent:

The District shall provide full-time regular and contract unit members with employee plus one dependent in medical coverage, a benefits stipend for medical, dental, life insurance and disability insurance, up to \$~~26,826.36~~~~25,226.76~~ per year, calculated based on their assignment status.

14.2.4.1 Ten month assignment: \$~~2,682.64~~~~2,522.67~~ monthly  
(\$~~26,826.36~~~~25,226.76~~ annually)

c) 14.2.5 Medical Coverage for Employee Plus Two or More Dependents:

The District shall provide full-time regular and contract unit members with employee plus two or more dependents in medical coverage a benefits stipend for medical, dental, life insurance and disability insurance up to \$~~37,658.82~~~~35,399.28~~ per year, calculated based on their assignment status.

14.2.5.1 Ten month assignment: \$~~3,765.88~~~~3,539.92~~ monthly  
(\$~~37,658.82~~~~35,399.28~~ annually)

3. District Associate Stipend:

Pursuant to the 2022-23.5 Memorandum of Understanding Between Cabrillo Community College District and Cabrillo College Federation of Teachers regarding associate faculty healthcare benefits, the stipend for associate faculty shall be the same Benefit Stipend Contribution for medical and dental as offered to full-time faculty, less the District cost for

individual life insurance/short-term disability (STD)/long-term disability (LTD) since part-time faculty are not eligible to participate in life/STD/LTD benefits. The Benefit Stipend Contribution shall be based on the level at which the eligible part-time faculty member enrolls in a medical plan (i.e., self, self plus one, or self plus family (>two)). The District cost on an annual basis for life/STD/LTD is currently \$440.76. Accordingly, the stipend amount for associate faculty are:

- a. Employee only medical \$13,504.58
- b. Employee + 1 on medical \$26,385.60
- c. Employee + 2 or more on medical \$37,218.06

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Date

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Date

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For Cabrillo Community College  
District

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For Cabrillo College Federation of  
Teachers (CCFT)