

Eligibility

An adjunct faculty member must serve an average equal to 50% LED or greater for two consecutive academic semesters. Summer and winter sessions are not used in the LED calculation.

Effective dates of coverage are February 1st (prior fall/spring) or September 1st (prior spring/fall).

Coverage continues year round for the unit member as long as the qualifying load is maintained during the academic semesters.

Eligible adjunct faculty members will be enrolled in the Kaiser HMO \$15 medical, DeltaCare HMO dental and VSP PPO vision insurance plans.

- Enrollment in the medical, dental and vision insurance plans is at no premium cost for “Employee Only” coverage in the first calendar year of enrollment.
- Eligible dependents may be enrolled on the plans but the cost for dependent coverage is the responsibility of the adjunct faculty member in this first calendar year.
- Effective January of the following calendar year, dependents that are enrolled on the plans will be at no additional premium cost.

Each year, the District has an open enrollment period in the fall where changes can be made for the following calendar year. Adjunct faculty members that are currently enrolled are given the opportunity to add or drop qualified dependents on their plans with an effective date of January 1st.

Retired tenured or full time faculty members are not eligible for this program.