

## **SRJC ADJUNCT FACULTY MEDICAL BENEFITS SUMMARY OF BENEFITS & ELIGIBILITY REQUIREMENTS**

### **Initial Eligibility Requirements**

1. Must be a current SRJC adjunct faculty member with a load of 20% or more.
2. Must have a current cumulative load of 40% or greater from all California Community College Districts.
3. Must not have any portion of your medical benefits premium paid by any employer, or by any employer of your spouse or domestic partner, including or by businesses owned by your self, spouse or domestic partner including another California Community College District.
4. Must not receive reimbursement for retirement medical benefits or stipends, from any source.
5. Must not receive a payment in lieu of medical benefits from another employer, nor from any employer of your spouse or domestic partner.

### **Continuing Eligibility Requirements**

1. Must meet eligibility requirements 1 through 5 as described above.
2. If you do not meet eligibility requirement #2, you must have a cumulative load from all California Community College Districts of 80% for the current semester and past two terms of instruction (Spring 2020 semester, Fall 2019 and Summer 2019 term).

### **Plan Selection**

There are five medical insurance options available for all adjunct faculty and regular employees.  
You may choose ONLY ONE of these options:

Option #1: [Kaiser Permanente HMO SRJC Group Plan](#)

Option #2: [Blue Shield HMO SRJC Group Plan](#)

Option #3: [Blue Shield PPO SRJC Group Plan](#)

Option #4: [Kaiser Health Savings Account \(HSA\)](#)

Option #5: [Blue Shield Health Savings Account \(HSA\)](#)

Should you choose to switch from one SRJC plan to another, you must do so during the Open Enrollment period which is held during the month of August each year and your plan change goes into effect October 1.

### **Plan Payment**

- The individual adjunct faculty member is responsible to make a monthly payment amount, which is approximately 50% of the total monthly premium.
- Your premium payment will be deducted from your paycheck. During a coverage period when you do not receive a paycheck, you are responsible for making the premium payments directly to the Accounting Department. The Accounting Department Premium Payment Vouchers will be sent electronically at the time of enrollment or re-enrollment in the Program or are available on the Human Resources home page <https://hr.santarosa.edu/hr-forms>
- Failure to pay the adjunct faculty portion of the premium will result in cancellation of this benefit.

### **Enrollment Period**

The current enrollment period is from March 1, 2020 through March 31, 2020.

### **Dates of Coverage**

The dates of coverage for employees who meet the eligibility criteria are April 1, 2020 through September 30, 2020 as long as you are still employed.