



The current AFT collective bargaining agreement provides fully paid medical, dental and vision benefits for all adjunct faculty who have maintained an average assignment of 50% FTEF or more for two consecutive academic semesters (summer and intersession do not count). The medical benefits are provided at no cost via Kaiser (or United Healthcare for an additional cost) and may include family members at no additional cost.

HEALTH BENEFITS INFORMATION FOR ADJUNCT FACULTY

Example: In the fall you teach three, three hour lecture courses (3 X . 20 FTEF = 60% FTEF) and then in the spring you teach two, three hour lecture courses (2 X . 20 FTEF = 40% FTEF). You have just averaged 50% for the year and qualify for benefits effective September 1. As soon as you have completed (or are about to complete) two qualifying academic semesters, simply call the district benefits office at 619-388-6587 and ask to be enrolled in the adjunct faculty health benefits program. An enrollment form will be sent to you to fill out and return. Your benefits will become effective the following semester (September 1 for fall, February 1 for spring). You will remain in the program as long as you maintain a two semester average of 50% FTEF or greater. (If, after you are enrolled, a future assignment drops your FTEF below 50%, your benefits will terminate the following semester unless that subsequent assignment is sufficient to bring you back up to an annualized FTEF of 50% or greater.)