VICTOR VALLEY COMMUNITY FACULTY ASSOCIATION
TO THE
VICTOR VALLEY COLLEGE DISTRICT
December 2, 2025

The collective bargaining proposals herein by Victor Valley College Faculty Association, CTA/NEA Chapter 1169, to the Victor Valley Community College District are made expressly pursuant to the Educational Employment Relations Act and the current Collective Bargaining Agreement between the parties. The following article shall be deemed to remain unchanged in the Collective Bargaining Agreement except as set forth below:

ARTICLE 9:
BENEFITS

A. **~~The District shall pay 100% of the composite rate for medical, mental health, dental, and vision premiums, as well as mandatory life insurance premiums.~~**

Beginning July 1, **~~2024~~2025**, the District shall pay an amount equal to 100% of the composite rate of the Blue Shield HDHP/HSA PPO Plan, Blue Shield HMO, or the Kaiser HMO, whichever is higher for medical insurance premiums. Mental health, dental, and vision premiums, as well as mandatory life insurance premiums are covered at 100% by the District. **~~All current employees that have a Health Care plan that exceeds the Districts maximum contribution will be eligible to change their plan through an open enrollment in accordance with carrier requirements, once the successor agreement for 2022-2025 is ratified by unit members. Unit members are not financially responsible to repay the district for any health plan they were on before the ratification of this successor agreement that, in the successor agreement, exceeds the District's maximum contribution.~~**
[See MOU 4/10/2025.]

B. Full-time faculty will have a choice between two (2) HMOs and one PPO.

~~Beginning July 1, 2024, b~~Bargaining unit members who elect to participate in a plan that exceeds the maximum contribution in Article 9.A shall be responsible for any health and welfare costs in excess of the District maximum annual contribution towards medical insurance premiums. ~~dental and vision~~. Each unit member's contribution, if any, shall be deducted from the member's regular paycheck**~~, once the successor agreement for 2022-2025 is ratified by unit members~~**. **~~Unit members are not financially responsible to repay the district for any health plan they were on before the ratification of this successor agreement that, in the successor agreement, exceeds the District's maximum contribution.~~**

C. Any changes (e.g., office co-pays, prescription drug plans, deductibles, etc.) or changes in carriers recommended by the faculty members on the college-wide benefits committee to the association bargaining team must be bargained and ratified by faculty.

D. The college-wide benefits committee will include a minimum of 2 faculty appointed by the VVCFA president.

E. A Section 125 Flexible Benefit Plan will be offered to full-time faculty members on a voluntary basis, consistent with the requirements of law. This plan allows full-time faculty members to set aside, on a pre-tax basis, certain unreimbursed medical expenditures and dependent day care expenditures, in addition to certain out-of-pocket premium costs, subject to federal and state regulations.

Beginning on July 1, 2025, a Health Savings Account (HSA) Program will be established. Only full time faculty who enroll in the Blue Shield HDHP/HSA PPO Plan are eligible to establish an HSA account.
[From MOU 4/10/2025.]

F. Retirement Benefits

For employees who retire prior to June 30, 2024, retirement benefits for full-time faculty members who are eligible for STRS/PERS retirements and who have a minimum of ten years of full-time service at Victor Valley College at the time of retirement will include:

1. Medical, mental health, dental, and vision premiums, as well as mandatory life insurance premiums (life insurance for retiree only) **that** are paid for full-time faculty members until the full-time faculty member reaches Medicare age. Medical, mental health, dental, and vision insurance premiums are paid for the spouse of a retired full-time faculty member until the spouse reaches Medicare age, or for a period not to exceed five (5) years after the retired full-time faculty member reaches Medicare age, whichever occurs first. Spousal coverage shall be limited to the spouse at the time the full-time faculty member retires. The provisions of the insurance policy concerning insurance termination are in effect when:

    a) the full-time faculty member dies and the full-time faculty coverage and the spousal coverage ends; or
    b) the full-time faculty member reaches Medicare age, and only the full-time faculty member coverage ends.

2. For employees who retire on or after July 1, ~~2024~~**2025**, the District's contribution to retiree health care premiums shall be limited to the maximum contribution for existing employees as provided for in Article 9.A and 9.B above.

[From MOU 4/10/2025.]

3. In the event that any or all of the medical providers under the district-paid plans are not available to a retired unit member and/or their spouse because of a change of residency or otherwise, the District shall be required to pay no more than the

amount designated in Section 9.A and 9.B above for the unit member and/or their spouse to obtain alternative benefits.

G. Opt Out Incentive

The district shall offer an opt-out incentive for those eligible employees who can show proof of additional full medical coverage.

1. The District shall allow up to a total of twenty (20) percent of the total number of employees who have Health and Welfare benefits coverage at Victor Valley Community College District to participate in the opt-out incentive.

    a. The district shall review during open enrollment those employees who can show proof of other medical coverage and completion of the medical opt-out incentive application.

    b. Once a faculty member has been chosen to opt out, they will automatically be granted opt out status until such time as they may choose to re-enroll. If a faculty re-enrolls, they must re-apply to be eligible for opt out.

    c. If the total number of medical incentive faculty opt-out applications is fewer than 20 percent of the overall opt-out quota, all those who qualify may select to participate in the incentive program. If the number of qualified faculty applications is greater than the 20% of the overall opt-out quota, participants will be chosen by their position on the faculty seniority list. In all situations, the employee must qualify and no more than twenty (20) percent of the total number of employees who have health and welfare benefits at Victor Valley College may participate.

2. Any member who elects the opt-out incentive shall not be eligible for medical coverage until the next open enrollment period unless a qualifying event occurs.

3. An annual amount of $3,800 shall be paid to full-time members who participate in the opt-out incentive program. Members who are employed less than full-time shall receive a pro-rata amount. For faculty members, the amount shall be distributed in ten (10) monthly payments.