

Tentative Agreement Between
Taft College Faculty Association (TCFA/CTA/NEA)
And
West Kern Community College District

INSURANCE BENEFITS

This tentative agreement ("Agreement") is made by and between the Taft College Faculty Association ("TCFA/CTA/NEA") and the West Kern Community College District ("District") (collectively referenced as the "parties") with respect to the following recitals:

As part of continuing dialogue through the Taft College Faculty Collective Bargaining Committee, the parties have reached a consensus regarding insurance benefits

Now, therefore, TCFA/CTA/NEA and the District hereby agree as follows:

1. The above recitals are true and correct.
2. The parties agree, effective October 1, 2018, that Section 7.1, Insurance Benefits of the collective bargaining agreement ("CBA") shall be modified as follows:

7.1 Insurance Benefits: The District shall provide health and welfare benefits for active full-time faculty members and their eligible dependents as follows: Payment of monthly premiums for District Options Plan D or G to include medical, prescription, employee assistance program (EAP), vision, dental with orthodontia and life insurance coverage. Active full-time faculty members and their eligible dependents may select District Option Plan C, however, the full-time faculty member shall pay the difference in cost between Plans C and D by monthly payroll deductions through the District's Section 125 plan. Further details regarding the health insurance benefits are described in Appendix F (see below).

3. Except as set forth in this Agreement, all other terms and conditions of the CBA shall remain unchanged.
4. This Agreement will become effective after ratification by the TCFA/CTA/NEA members and the District's Governing Board.



Dawn Cole, President
Board of Trustees
West Kern Community College District



Diane Jones, President
Taft College Faculty Association/CTA/NEA

Dated: July 12, 2018

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Board Approval:

First Presentation: June 13, 2018
Second Presentation/Approval: July 11, 2018