

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30  
31  
32  
33  
34  
35  
36  
37  
38  
39  
40  
41  
42  
43  
44

**PROPOSAL FROM THE  
PASADENA AREA COMMUNITY COLLEGE DISTRICT  
TO THE  
PASADENA CITY COLLEGE FACULTY ASSOCIATION**

**June 16, 2025**

*(Following Faculty Association counter-proposal earlier in same session)*

The collective bargaining proposal presented herein by the Pasadena Area Community College District to the Pasadena City College Faculty Association and is expressly made pursuant to the Education Employment Relations Act and the Collective Bargaining Contract between the parties.

The following article shall be deemed to remain unchanged in the Collective Bargaining Agreement except as set forth below:

**ARTICLE 4  
FRINGE BENEFITS**

**4.1 BENEFIT PLANS**

**4.1.1** The District fringe benefits package for eligible unit members and, where applicable, their dependents, includes the following items under the District's current plans or such equivalent plans as it may designate:

a. Medical Insurance - either PPO (Anthem Blue Cross) or HMO (Anthem Blue Cross/California Care, Kaiser).

b. Dental care insurance – Eligible unit members may select one (1) of the two dental plan options, which includes the following:

Option 1: Delta Dental (PPO)

Option 2: MetLife (HMO – includes orthodontia & dental implants)

c. Vision care insurance

d. Life and Accidental Death and Dismemberment (AD&D) insurance group plan (\$50,000) or (\$25,000) if eligible unit member is age 70 and over. (District paid);

e. Income protection (long term disability) – employees receive 66.67% of their monthly earnings up to a maximum monthly benefit of \$3,000; the plan includes an elimination period of 140 calendar days with a maximum benefit period of 12 months. (District paid);

45  
46  
47  
48  
49  
50  
51  
52  
53  
54  
55  
56  
57  
58  
59  
60  
61  
62  
63  
64  
65  
66  
67  
68  
69  
70  
71  
72  
73  
74  
75  
76  
77  
78  
79  
80  
81  
82  
83  
84  
85  
86  
87

- f. A choice of the following two employee assistance programs (EAP):
  - a. Anthem EAP, which offers up to six (6) free counseling visits per person, per issue, per year, and is available to all District employees and their eligible dependents; or
  - b. Lincoln Employee Connect EAP, which offers up to five (5) free counseling visits per person, per issue, per year, and is available to full-time benefit eligible employees
  
- g. A plan by which unit members may establish tax-free *Internal Revenue Code* Section 125 accounts for the purpose of funding additional health care, child care, elder care, medical set-aside and other authorized services.

**4.1.2** “Eligible” as used in section 4.1 shall mean those unit members who have an average assignment of seventy-five percent (75%) or greater during the annual period of contract service, those who qualify under Section 4.4, or as otherwise required by the Affordable Care Act (ACA).

**4.1.3** In lieu of District coverage for an individual’s health insurance plan (for those with dual coverage) the District will provide an annual amount equal to one-half of the District annual payment for the lowest cost medical insurance for each full-time unit member electing this option providing that:

- a. This option may be selected only during the open enrollment period for health insurance or at the time of initial employment;
- b. Requests to change to health insurance coverage from the cash option may be made only during the open enrollment period;
- c. Cash benefits provided under this plan must comply with Internal Revenue Code Section 125.

**4.1.4** Fringe Benefits Study Committee

The campus-wide joint study committee shall study and report to the parties its findings relative to fringe benefits programs, including, but not limited to, medical insurance plans and designs for full-time and part-time faculty.

**4.1.5** Part-Time Faculty Health Insurance

4.1.5.1 Part-time employees who are members of the bargaining unit, who as of Monday of the third week of the semester have assignments greater than or equal to 40%

88 of the minimum full-time teaching assignment shall be eligible to enroll in single coverage  
89 Kaiser medical insurance. Eligibility determination is done semester-by semester for Fall  
90 and Spring terms only. Part-time employees who qualify in the  
91 Spring Semester shall be eligible for benefits in the subsequent summer session. Part-time  
92 employees who qualify in the Fall Semester shall be eligible for benefits in the subsequent  
93 winter session. Coverage will begin on the first day of the month following the beginning of  
94 the semester (fall or spring).

95  
96 4.1.5.2 The District shall contribute an amount equal to 80% of the single party  
97 Kaiser Health Maintenance Organization (HMO) plan premium with the employee  
98 contributing 20% of the single party Kaiser HMO plan premium. In lieu of the  
99 Kaiser plan, Eligible employees may elect a composite dental and/or vision plan up to the  
100 cost of the District's medical contribution.

101  
102 4.1.5.3 Part-time faculty who elect the Kaiser HMO insurance may purchase at  
103 their own cost, Kaiser coverage for dependents, composite dental insurance, and/or vision  
104 insurance.

105  
106 4.1.5.4 All premiums paid by any faculty via payroll deductions for the purpose of  
107 purchasing health insurance shall be pre-tax.

108  
109 4.1.5.5 In the event that the assignment load drops below 40% of the minimum  
110 full-time teaching assignment at any point in the term, or the employee fails to make the  
111 required contribution in excess of their payroll deduction, their coverage will end effective  
112 the first day of the next month.

113  
114 4.1.5.6 The parties agree to reopen Article 4.1.4 if changes to the State funding or  
115 structure of part-time benefits results in a decreased level of reimbursement to the  
116 District.

117

118

119 **4.2 RETIREE BENEFITS (Full-Time Employees)**

120

121 4.2.1 The District will provide paid health and dental plans, up to the amounts  
122 specified in Section 4.1 above, for retirees age fifty-five (55) to sixty-five (65), and their  
123 eligible dependents, who have received these plans and in their last full year of  
124 employment when:

125

- 126 a. The current member is eligible to retire under the provisions of the State Teachers  
127 Retirement System; and  
128
- 129 b. The unit member has had at least fourteen (14) years of service with the District. In  
130 order to continue to be eligible for this benefit the unit member must not be  
131 employed in an organization in which the employee is required to contribute a  
132 portion of his/her salary to a retirement plan associated with STRS or PERS in the  
133 state of California.

134

135 4.2.2 The coverage provided under 4.2.1 will continue through the month the retiree  
136 reaches age sixty-five (65).

137

138 4.2.3 For retirees who satisfy conditions (a) and (b) of article 4.2.1 and who have  
139 attained the age of sixty-five (65) shall apply for and enroll in Medicare Parts A and B. Upon  
140 satisfying these conditions and submitting proof annually of Medicare B enrollment (such  
141 as a copy of their Social Security statement denoting the Medicare Part B premium  
142 deduction), the District will pay the standard Medicare Part B premium rate not to exceed  
143 \$2000 annually, intended to help cover the cost of Medicare supplementary insurance.  
144 This amount will be based on the standard Medicare Part B premium rate annualized for  
145 the benefit year in which it is paid.

146

147 4.2.4 Those retirees who meet all the requirements of 4.2.1 except for the fourteen  
148 (14) years of service with the District and those retirees who have reached age sixty-five  
149 (65) may elect to retain group coverage under the health plans by paying the monthly  
150 premiums to the District. This provision is subject to the terms of the contract between the  
151 District and the plan carrier.

152  
153

### 154 **4.3 PERMANENT DISABILITY**

155

156 During the term of this Agreement, the District will continue to provide the health  
157 and dental benefits of Section 4.1 for those unit members between the ages of fifty-five  
158 (55) and sixty-five (65) who have been employed by the District for at least fourteen (14)  
159 years and who are granted a permanent disability allowance under STRS or PERS.

160  
161  
162

### 161 **4.4 OPTIONAL PRE-RETIREMENT PROGRAM**

163 The District shall offer an optional pre-retirement reduced workload program to  
164 unit members in accordance with rules and regulations adopted by the Board of Trustees  
165 and the provisions of Education Code Sections 20815, 22713 and 87483.

166

167 **4.5 COMPUTER LOAN PURCHASES**

168

169 The District will provide to any regular monthly unit member an interest-free loan  
170 of up to four thousand dollars (\$4,000) for the purchase of computer equipment/software.  
171 The type of equipment and place of purchase is the choice of the unit member. Upon  
172 presentation of an invoice, the District will provide a check, payable to the vendor. Equal  
173 installments will be deducted from the unit member’s regularly monthly salary check,  
174 during a period of up to a maximum of two years, to repay the loan.

175

176 **4.6 – Re-Opener**

177 The parties agree to reopen Article 4 in the 2025-2026 academic year.

178

179

180 Signed and entered into this \_\_\_\_\_ day of \_\_\_\_\_, 2025.

181

182 FOR THE COLLEGE DISTRICT

FOR THE ASSOCIATION

183

184 \_\_\_\_\_

\_\_\_\_\_

185

186 \_\_\_\_\_

\_\_\_\_\_

187

188 \_\_\_\_\_

\_\_\_\_\_

189

190 \_\_\_\_\_

\_\_\_\_\_

191