

Memorandum of Understanding
Redwoods Community College District (District)
College of the Redwoods Faculty Organization (C.R.F.O.)

5.1.1.1 Medical coverage – (currently North Coast Schools Medical Insurance Group (NCSMIG)):

5.1.1.1.1 Faculty shall be able to choose from among the following Plans available through North Coast Schools Medical Insurance group: Redwood Plan, Oak Plan, and Maple Plan.

5.1.1.1.2 During open enrollment of each calendar year, the faculty member may elect the option of changing plans with the new plan beginning on January 1st of the following year.


5.1.1.1.3 During the term of this Agreement, the District shall only be obligated to make a maximum contribution towards faculty member medical benefits equivalent to the actual monthly premiums of the Prudent Buyer Plan - OAK for the Faculty, spouse or domestic partner and dependents.

5.1.1.1.3.1 Faculty who voluntarily select a medical plan with a higher premium than the Oak Plan shall be responsible for the additional cost to be deducted from their monthly salary as a payroll deduction.

5.1.1.1.3.2 Selection of a plan with a lower premium cost to the District than the Oak Plan will not result in any payment or reimbursement back to the faculty.

For RCCD

Date:



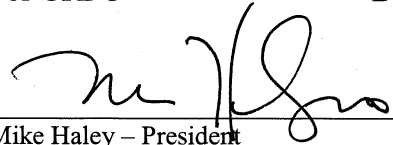
Keith Snow-Flamer – Interim President/Superintendent



Ahn Fielding – Chief Negotiator

For CRFO

Date:

 7/28/15

Mike Haley – President



John Johnston – Chief Negotiator