

**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 the revision of Article 7.1.1. "Insurance Benefits".

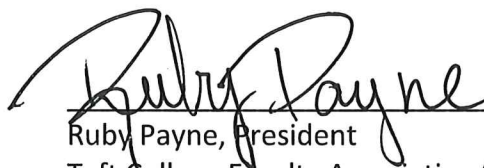
1. The above recitals are true and correct.
2. The parties agree, effective July 1, 2024, to amend Article 7.1.1, "Insurance Benefits" as follows:

**Article 7.1.1, 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 A, however, the full-time faculty member shall pay the difference in cost between Plan A 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. **Temporary, full-time faculty are eligible for participation in District benefits for the defined contract period. Full-time, 10 and 11 month non-tenure track faculty will receive benefits for the fiscal year they are under contract.**

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



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Billy White, President  
Board of Trustees  
West Kern Community College District



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Ruby Payne, President  
Taft College Faculty Association/CTA/NEA

Dated: 6-12-24, 2024

Dated: 6/20/24, 2024

Board Approval:

First Presentation: May 8, 2024

Second Presentation/Approval: June 12, 2024