

**CASH STIPEND IN LIEU OF BENEFITS**

For those employees who may have alternate health coverage the District will provide a cash stipend in lieu of providing health benefits. (Note: There is no such provision for contributions in lieu of dental care, vision care, life insurance, etc.).

An employee who qualifies for a cash stipend must file an affidavit of other coverage and provide evidence of the coverage (i.e. health plan card) which certifies that health care benefits are being provided by another source. The amount of the monthly cash stipend is equal to the current single rate for Kaiser. The employee shall receive the cash stipend as salary in his/her regular payroll warrant.

This provision is subject to the following special implementation guidelines:

1. Part-time Local 1 unit members are eligible for a proportional stipend, based on their percentage of an FTE.
2. Part-time (non-contract) faculty are not eligible for the stipend.
3. Regular faculty who are on reduced loads are eligible for a cash stipend of the full amount, based on United Faculty contract. It reads; "The employee on reduced workload shall retain all rights and benefits of a full-time employee, including all fringe benefits."

United Faculty Agreement, Article 21  
Public Employees, Local 1, Article 20