



COMMUNITY COLLEGE
OF RHODE ISLAND
Office of the President

May 26, 2026

The Honorable Louis DiPalma
Chairman, Senate Committee on Finance
Rhode Island State House
82 Smith Street
Providence, RI 02903

Re: SB 2454 (An Act Relating to Public Officers and Employees - Insurance Benefits)

Dear Chairman DiPalma and Members of the Senate Committee on Finance,

I am writing to share concerns regarding SB 2454, which would make adjunct faculty members eligible for state employee medical insurance.

As proposed, the legislation mandates that adjunct faculty at the Community College of Rhode Island (CCRI), as well as the University of Rhode Island and Rhode Island College, be granted statutory authority to negotiate health insurance benefits if their teaching load is 50 percent or greater than that of permanent faculty.

We deeply value our adjunct faculty and are grateful for the important role they play in enriching the learning experience for our students. As active or retired practitioners in their respective fields, adjuncts bring meaningful real-world knowledge and professional experience into the classroom, benefiting our students in significant ways.

Access to a diverse pool of adjunct faculty also strengthens the college's ability to respond to changing enrollment patterns and manage within existing budgetary constraints.

To estimate the potential cost of this proposal, we used aggregate data from the fall 2024 and spring 2025 semesters as a reference point.

Our calculations are based on active employee rates through the State of Rhode Island Employee Benefits Program for plan year 2025–2026, prorated on a semester basis. The annual cost of an individual plan is \$9,598, or \$2,975 per semester, while the annual cost of a family plan is \$26,834, or \$8,319 per semester.

At present, there is limited data regarding the healthcare needs of part-time faculty; specifically, whether they currently receive coverage through another source or whether they would require individual or family plans. Given these limitations, we made reasonable assumptions to estimate the potential cost of the legislation.

During the fall 2024 semester, CCRI employed 399 part-time faculty members; in the spring 2025 semester, the college employed 327.

Based on these figures and the applicable benefit rates, we estimate that the financial and programmatic impact of extending health insurance benefits to adjunct faculty at CCRI could reach as much as \$6,039,594 annually. This would also necessitate hiring at least one additional full-time employee to administer the program.

As drafted, SB 2454 does not identify a funding source to support the extension of medical benefits or the associated administrative costs. Absent such support, the fiscal impact would significantly constrain the college's ability to deliver high-quality education and provide essential student support services.

Thank you for your consideration of the complexities surrounding adjunct faculty employment and the financial implications of this proposal. With these factors in mind, we respectfully oppose the legislation as written. My staff and I remain available to provide additional analysis or respond to any questions.

Sincerely,

A handwritten signature in cursive script that reads "Rosemary A. Costigan".

Rosemary A. Costigan, Ph.D., RN
President