ONTOARIO-MONTCLAIR SCHOOL DISTRICT  
Ontario, CA  
April 3, 2018  
MEMORANDUM OF UNDERSTANDING  

ARTICLE XX: FRINGE BENEFITS OPT OUT ALLOCATOIN  

MEMORANDUM OF UNDERSTANDING (MOU)  

In an effort to help OMTA members, hired after the open enrollment window, make an informed health benefits election the Ontario-Montclair School District (District) and the Ontario-Montclair Teachers Association (OMTA) hereby agree and understand the following for the period of July 1, 2018 through June 30, 2019.  

The District shall allocate a $1,500 cash bonus prorated for part time bargaining unit members, to bargaining unit members who “opt-out” of OMSD group medical coverage. Bargaining unit members who “opt out” will still be required to take dental insurance; the cost of dental coverage will be paid out of the unit member’s allotment and will not reduce the agreed upon “opt-out” cash bonus. Any additional insurances will be paid for by the unit member.  

A minimum participation of 5% of all unit members will be required. A maximum of 20% of all unit members will be allowed to “opt out.”  

To qualify, unit members must complete a waiver form and provide proof of coverage.  

This MOU is non-precedent setting. All other issues related to Article XX will be governed by the Collective Bargaining Agreement between the Ontario-Montclair School District and the Ontario-Montclair Teachers Association.  

This MOU is non-precedent setting.  

Hector Macias  
Assistant Superintendent, Human Resources  

Mary Kay Scheid, President  
Ontario-Montclair Teachers Association  

4/9/2018  
Date  

4/9/18  
Date