Ontario-Montclair School District
Ontario, CA

July 1, 2020

MEMORANDUM OF UNDERSTANDING

ARTICLE XX: FRINGE BENEFITS OPT OUT ALLOCATION

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, 2020 through June 30, 2021.

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  John Egan, President
Assistant Superintendent, Human Resources  Ontario-Montclair Teachers Association

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Date  Date

July 30, 2020