



ONTARIO-MONTCLAIR SCHOOL DISTRICT  
Ontario, California

April 3, 2018

MEMORANDUM OF UNDERSTANDING (MOU)

FRINGE BENEFITS: OMTA MEMBERS –  
HIRED AFTER THE OPEN ENROLLMENT WINDOW

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.

OMTA members, hired after the open enrollment window, will be afforded the following two options:

1. The District shall allocate a prorated allocation, based upon start date and full-time/part-time status, as follows for the purchase of medical, dental, and vision as provided below:

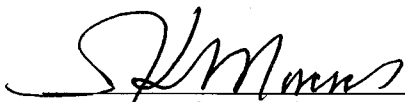
Family	\$17,466
Two (2) Party	\$13,895
Single Party	\$8,280


2. The District shall allocate a prorated **\$1,500** cash bonus, based upon start date and full-time/part-time status, 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 in accordance with the contract language. This must be completed within 30 days of employment.

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.

  
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Hector Macias, Assistant Superintendent  
Human Resources

  
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Mary Kay Scheid  
President, OMTA

4/9/2018  
Date

4.9.18  
Date