

ONTARIO-MONTCLAIR SCHOOL DISTRICT
Ontario, California

January 22, 2018

MEMORANDUM OF UNDERSTANDING

ARTICLE XX: ANNUAL SALARY SUPPLEMENT-FRINGE BENEFITS

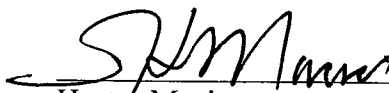
The following is hereby agreed and understood by and between the Ontario-Montclair School District ("District") and the Ontario-Montclair Teachers Association for the period of July 1, 2018 through June 30, 2021:

This MOU establishes the following conditions related to health benefits:

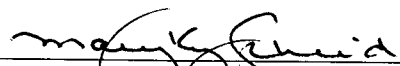
- The District will align tier relativities to Blue Shield of California (BSC) reflected as follows:
 - EE 1.00
 - EE+1 2.15
 - EE+2 2.96
- Blend BSC rates for Classified & Certificated similar to Kaiser
- Freeze Kaiser for the first 12 months of enrollment for new hires, or up to the open enrollment period, whichever is greater

This MOU will permit for the implementation of these health benefit conditions effective during new hire contracting, Open Enrollment, and for employees during a life changing event. Both parties agree to have on-going discussion on this process throughout the District-wide implementation.

This MOU is non-precedent setting.



Hector Macias
Assistant Superintendent, Human Resources



Mary Kay Scheid, President
Ontario-Montclair Teachers Association

1-22-2018
Date

1.22.18
Date