



ONTARIO-MONTCLAIR SCHOOL DISTRICT

Ontario, CA

July 1, 2020

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, 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
Assistant Superintendent, Human Resources

John Egan

John Egan, President
Ontario-Montclair Teachers Association

Date

July 30, 2020

Date