



ONTARIO-MONTCLAIR SCHOOL DISTRICT

Ontario, California

July 1, 2020

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, 2020 through June 30, 2021.

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, for the purchase of medical, dental, and vision
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.
3. 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.”
4. 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.

Hector Macias, Assistant Superintendent
Human Resources

John Egan

John Egan
President, OMTA

Date

July 30, 2020

Date