

MANTECA UNIFIED SCHOOL DISTRICT AND MANTECA EDUCATORS' ASSOCIATION

August 16, 2021

Side Letter Agreement Medical Health Benefits Opt-Out Program

The Manteca Unified School District ("District") and the Manteca Educators' Association ("MEA") agree to continue the health benefits Opt-Out program that permits up to twenty percent of current certificated staff members (capped at 225 employees) to opt out of Medical Health Benefits, as defined in the Collective Bargaining Agreement. This opt-out will not apply to or affect the employee's Dental, Vision and Life Insurance benefits, as employees opting out of Medical Health Benefits will continue to receive these benefits with premiums deducted from the current employer contribution for health welfare benefits.

Employees must submit a signed "Opt-Out form" during the Open Enrollment Period (August 1st through August 30th) to participate in this program. Only, the first 225 employees who submit a completed form will be allowed to participate. If the cap of 225 employees is not reached by the end of the Open Enrollment Period, the District may hold open the window to participate until the cap is met, but only for new employees whose enrollment period commences at the time of hire. All forms will be dated and timed stamped.

Both parties acknowledge that participating employees will not receive any compensation, or cash-in-lieu payments for the employer contribution to health welfare benefits for opting out of Medical health Benefits under this agreement. However, the employee will retain the current out of pocket expenses they would have incurred, starting January 1, 2020, for the insurance plan they previously selected prior to opting out (e.g., employee paying \$1,600 per month to participate in the Blue Anthem Plan will now keep that \$1,600). The parties further acknowledge that the District will continue to contribute eighty percent of the "Bronze Plan" to Central Valley Trust as outlined in the established agreement

(Attachment A). Employees who opt out must provide written proof of health coverage from other qualified employer-sponsored group coverage.

The District and MEA agree that if the insurance carrier changes requirements and the Opt-Out program is no longer allowed members will have to transition back as outlined in the Master Agreement.

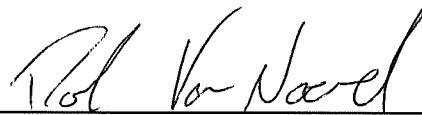
Both parties understand as part of the Insurance carrier's (CVT) requirements, a member must have health insurance the year they plan on retiring in order to receive health insurance during retirement. For those members who do opt out and then retire a cash in lieu of health benefits will be applied.



Roger Goatcher
Deputy Superintendent
Manteca Unified School District



Steve Grant, Bargaining Chair
Manteca Educators' Association



Rob Vannoord, President
Manteca Educators' Association