

**TEMECULA VALLEY UNIFIED SCHOOL DISTRICT
TEMECULA VALLEY EDUCATORS ASSOCIATION, CTA/NEA**

Waiver of Anchor Bronze Enrollment (WABE)
Memorandum of Understanding
June 29, 2023

This Memorandum of Understanding (“MOU”) is entered into by and between the Temecula Valley Unified School District (“District”) and the Temecula Valley Educators Association (“Association”).

WHEREAS, the District’s current insurance carrier for certificated staff, Self-Insured Schools of California (SISC), requires employees with a Full Time Equivalency (FTE) of 90% or greater to participate in a District sponsored SISC medical insurance plan unless they meet specific carrier exception criteria, irrespective of a unit member having coverage elsewhere.

WHEREAS, in some instances, this requirement has caused coordination of benefit confusion and delays for unit members:

WHEREAS, per Article 7.2 of the Collective Bargaining Agreement (“CBA”) the Insurance Advisory Committee (IAC) has recommended the implementation of the Waiver of Anchor Bronze Enrollment (WABE) option for unit members who are covered under another plan and whom wish to opt out of a District sponsored plan:

NOW, THEREFORE, the District and Association agree as set forth below.

1. Effective on October 1, 2023, the District agrees to implement the Waiver of Anchor Bronze Enrollment (WABE) option for unit members who are covered under another plan.
 - a. The District shall pay the SISC WABE premium on behalf of Full Time employees who elect to waive enrollment in the Anchor Bronze Medical plan.
 - b. Unless there is a qualifying event, unit members who elect to participate in the WABE option must do so for the entire plan year and will not be able to enroll in a new insurance plan until the next open enrollment period in October 2024.
 - c. Unit members who participate in the WABE option shall not be eligible for SISC Dental and/or Vision enrollment.
 - d. Unit members who were previously granted an exception by SISC and those who meet SISC exception criteria shall not be required to enroll in the WABE option.

2. For employees who opt to participate in the WABE option during the 2023/2024 school year, the District shall only make applicable Health and Welfare Reserve Account contributions on behalf of employees who ended the 2022/2023 school year enrolled in the District’s Anchor Bronze medical plan offered by SISC.

3. The WABE option will only be offered under the terms and conditions of the insurance carrier. In the event SISC implements new WABE requirements and/or a participation cap, the parties agree to meet to negotiate.
4. The District and Association agree to meet and review the implementation of the WABE option and this agreement after the 2023 Open Enrollment Window closes.
5. This MOU is a non-precedent setting and may not be cited to support any particular interpretation of the CBA.
6. This MOU will expire September 30, 2024.

Temecula Valley Unified School District

Temecula Valley Educators Association



6/29/2023

Francisco Arce
Assistant Superintendent
Human Resources Development

Date

Edgar Diaz
President
Temecula Valley Educators Association

Date