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

Waiver of Anchor Bronze Enrollment (WABE)

Memorandum of Understanding

June 7, 2024

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 who wish to opt out of a District sponsored plan.

WHEREAS, on June 29, 2023, the District and the Association executed a memorandum of understanding implementing the WABE option between October 1, 2023, through September 30, 2024.

WHEREAS, the District and the Association have an interest in continuing the WABE option, subject to the terms and conditions described herein, between October 1, 2024, through September 30, 2025.

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

- Effective on October 1, 2024, the District agrees to continue the Waiver of Anchor Bronze Enrollment (WABE) option for unit members who are covered under another plan outside the District.
 - 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 2025.
 - 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.

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- 2. Effective October 1, 2024, the District shall suspend contributions to the Health and Welfare Reserve Account. Instead, for full-time unit members who elect single party coverage for the 2024/2025 plan year (October 1,2024 September 30, 2025), the District shall increase the contribution limit to the cost of medical, dental and vision insurance premiums from \$11,247 to \$12,247 (annually). This increase will result in a monthly contribution of \$1,020.58 per month (twelfthly). The parties agree that this provision shall not increase the contribution limit (\$11,247) for full time unit members who purchase coverage for themselves and their dependents.
- 3. The District and the Association shall meet and negotiate regarding allocation of any funds remaining in the Health and Welfare Reserve Account as of September 30, 2024.
- 4. 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 implement those terms and conditions and meet to negotiate concerning their impacts and effects.
- 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, 2025.

Temecula Valley Unified School District		Temecula Valley Educators Association	
Francisco Arce	Date	Brian Balaris	Date
Assistant Superintendent		Bargaining Chair	
Human Resources Development		Temecula Valley Educators Association	