

**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.

1. 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.

