

Memorandum of Understanding Between the Oxnard School District and the Oxnard Support Services Association regarding Health and Welfare Benefits

April 21, 2023

The District and OSSA have agreed it is in the best interest of both parties to continue a District contribution toward the cost of health and welfare benefits for OSSA members.

To that end, the parties agree to contribute the following amounts to a health and welfare benefits fund, which will be allocated for all OSSA members who opt-in to health and welfare benefits coverage, beginning with the 2023-24 fiscal year:

- Ongoing total contribution to health benefits of 4%
- Ongoing contribution of \$1,000 per FTE

The total beginning health and welfare benefits funds shall be divided by the anticipated enrollment in health benefits of 65 OSSA unit members, for an annual contribution for the 2023-24 Health Benefits Year of \$12,689 (which shall equal an 11-month contribution amount of \$1153.50).

For those unit members who opted out of healthcare benefits for the 2022-2023 school year, shall receive a 3% off schedule payment.

The actual number of OSSA participants enrolled in health and welfare benefits for 2023-24, and an accounting of the total annual contributions in relation to the initial 2022-2023 fund amount, shall be reviewed by both parties during the 2023-24 negotiations, with the goal of establishing the annual contribution for the 2024-25 Health Benefits Year.

At minimum, the annual District contribution toward health and welfare benefits (benefit cap) beginning in the 2024-2025 health benefit year shall remain no less than \$6,064 per OSSA unit member.