



WESTSIDE UNION SCHOOL DISTRICT
September 4, 2020

MEMORANDUM OF UNDERSTANDING
Between the WESTSIDE UNION SCHOOL DISTRICT and
WESTSIDE UNION TEACHERS ASSOCIATION

This Agreement is between the Westside Union Teachers Association (“WUTA”) and Westside Union School District regarding the Medigap Savings Account.

RECITALS

- Beginning in 2007-2008 through 2016-2017 (10 years) the District contributed \$60,000 annually through Article 29 in a Medigap Savings Account resulting in accumulated savings of \$600,000. As of September 1, 2020, the Medigap Savings Account maintains a balance of \$600,000.
- In 2018, the parties agreed to remove Article 29 from the CBA and to redirect the District’s annual \$60,000 contribution to be applied to increase the health benefits cap for the certificated bargaining unit.
- This increased the monthly health benefits cap from \$1,132.27 to \$1,143.38.
- Through this MOU, the parties agree to exhaust the Medigap Saving Account balance of \$600,000 by applying it during the 2020-2021 school year to increase the current monthly health benefits cap of \$1,143.88.

TERMS FOR DISBURSEMENT

- The Recitals above are incorporated by reference into the terms of this agreement.
- Medigap Funds will be distributed over 12 months, October 1, 2020-September 30, 2021 through a monthly disbursement that will be applied towards health benefits for current teachers and retired teachers that receive health benefits during this time period.
 - Current Teachers 419
 - Retired Teachers receiving benefits + 44
 - **Total Teachers w/benefits 463**
- This will exhaust the Medigap Savings Account as follows:
 - Medigap Savings Account (\$600,000) / staff (463) / months (12) = (\$108) increase in monthly health benefits cap per member from Oct. 1, 2020 – Sept. 31, 2021; or
 - $\$600,000 / 463 / 12 = \108 .
- The current monthly District contribution for health benefits is \$1,143.38. With the additional \$108 per month, the District’s monthly contribution for the 2020-21 plan year is \$1251.38.

Because the Medigap Savings Account fund will be exhausted as of October 1, 2021, the District's monthly health benefits cap will revert to \$1,143.38 at that time.

- The contribution payment of \$108.00 per month per eligible employee for the period of this Agreement will fully satisfy the terms of this Agreement, irrespective of eligible employee population variations during the Agreement term.
- This MOU will expire on September 30, 2021.

R. Drew Warden 9/8/20
Drew Warden Date
WUTA Chief Negotiator

Robert Hughes 9/8/20
Robert Hughes Date
Deputy Superintendent