

**MEMORANDUM OF UNDERSTANDING RE
HEALTH AND WELFARE OPT OUTS FOR
2020-2021**

The Parties agree to the following for the 2020-2021 school year only:

1. Unit members who have medical insurance coverage through another health insurance plan may opt out of coverage under the District’s plan and receive a check at the end of the year in the amount of \$1,000, prorated by FTE. To be eligible for the right to opt out of coverage and receive payment, the unit member shall be required to provide proof of health insurance coverage. This provision shall be implemented only if at least **20** District employees who are enrolled in insurance coverage during the 2020 year, or new unit members, select this option for 2021.
2. Unit members who have a spouse and that spouse is not covered by the District’s medical insurance plan shall receive a check at the end of the year in the amount of \$1,000, prorated by FTE with proof of spouse submitted to HR.
3. If there are more than **20** District employees who opt out of medical, per paragraph one, combined with the waived employee spouses per paragraph two, the savings generated by each person shall be set aside to offset future premium increases for the District.
4. These agreement sunsets on June 30, 2021 unless mutually extended by the Parties.

DISTRICT

SMUHSDTA

