

Ontario-Montclair Teachers Association

Tentative Agreement Summary

1. The Association reached agreement with the district for a one time supplement to off-set the out-of-pocket costs of fringe benefit increases for the 08-09 school year. The supplement amounts are: \$300 for single party coverage; \$800 for two party coverage; \$1100 for family coverage.

The reason for bargaining a supplement for fringe benefits is that the increasing cost of our medical and dental insurance has resulted in large out-of-pocket expense for many unit members. For the 08-09 school year those out-of-pocket costs were as follows:

Blue Cross plus Delta Dental; Family Coverage - **\$7,069.30** out-of-pocket
2 Party Coverage - **\$3,379.30** out-of-pocket
Single Coverage – \$1,188.50 surplus

Kaiser plus Delta Dental; Family Coverage - **\$9,643.90** out-of-pocket
2 Party Coverage - **\$5,179.60** out-of-pocket
Single Coverage - \$288.70 surplus

The “Opt Out” program provides about \$2200 per year to assist those paying for family coverage. Even with this assistance the out-of –pocket costs can still amount to more than \$7000.

2. The Association also bargained a district paid group life insurance benefit of \$50,000 per unit member, beginning July 1, 2009.
3. The District and the Association have agreed to meet again on Sept. 16 to review the financial condition of the district.