

MEMORANDUM OF UNDERSTANDING #25
between the
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
and the
FOLSOM CORDOVA EDUCATION ASSOCIATION

Nonstop Wellness: New Medical Benefit Plans for 2024-2025
for Existing Employees in 2023-2024

May 14, 2024

The Folsom Cordova Unified School District ("District") and Folsom Cordova Education Association ("Association") enter this Memorandum of Understanding ("MOU") regarding Nonstop Wellness medical benefits plans.

For the 2024 Health Benefits Open Enrollment, the Folsom Cordova Unified School District Benefits Committee has recommended changes to the medical plans offered due to unprecedented premium increases.

The parties have met, negotiated, and agreed to the following:

A new plan with each of the three (3) carriers (Kaiser, Sutter Health, and Western Health) will be created through Nonstop Wellness. The Nonstop Wellness plans will offer premium savings to Copay plan enrollees with similar level of coverage. For High Deductible Health Plan (HDHP) enrollees, this change will increase the premiums but eliminate deductibles and out-of-pocket costs (the exception is Kaiser).

The following plan will be in place for the 2024-2025 school year until a new benefits structure can be negotiated for the 2025-2026 school year.

Eligible Employees will receive payments to offset premium increases for HDHP enrollees and provide overall cost relief to new and Copay enrollees.

1. An Eligible Employee is someone who is enrolled in an HDHP that was in effect as of May 1, 2024. If an employee was to change to a different plan with one of the three (3) carriers (Kaiser, Sutter Health, or Western Health) or move from single to family, no additional adjustment to the payment will occur as payments are based on plan enrollment in the medical plan that was in effect as of May 1, 2024.
2. Eligible Employees will qualify for a one-time payment equal to the cost increase of the Nonstop premium. The amount of the payment is based upon plan enrollment level that was in effect as of May 1, 2024 (see table 1).

The one-time payment will be paid in three (3) equal installments.

One-Time Medical Payment - Table 1				
Coverage Type	Annual Payment	September installment	November Installment	February Installment
KP HDHP High Single	\$2,315	\$771.67	\$771.67	\$771.66
KP HDHP High Family	\$6,019	\$2,006.33	\$2,006.33	\$2,006.34
KP HDHP Low Single	\$3,012	\$1,004.00	\$1,004.00	\$1,004.00
KP HDHP Low Family	\$7,622	\$2,540.67	\$2,540.67	\$2,540.66
SHP HDHP High Single	\$996	\$332.00	\$332.00	\$332.00
SHP HDHP High Family	\$2,592	\$864.00	\$864.00	\$864.00
SHP HDHP Low Single	\$1,572	\$524.00	\$524.00	\$524.00
SHP HDHP Low Family	\$3,936	\$1,312.00	\$1,312.00	\$1,312.00
WHA HDHP Single	\$753	\$251.00	\$251.00	\$251.00
WHA HDHP Family	\$2,410	\$803.33	\$803.33	\$803.34

3. Current employees enrolled in a Copay medical plan in one of the three (3) carriers (Kaiser, Sutter Health, and Western Health) that was in effect as of May 1, 2024, will qualify for an All Copays Single or All Copays Family one-time payment depending on the plan enrollment type (single/family). See table 2.
4. Current Employees that newly enroll in medical coverage for 2024-2025 will qualify for a Current Employee newly enrolled Single or Current Employee newly enrolled Employee Family one-time payment depending on the plan enrollment type (single/family). See table 2.
5. The one-time payment will not be prorated based upon FTE. Applies to tables 1 and 2.

One-Time Medical Payment - Table 2				
Coverage Type	Annual Payment	September Installment	November Installment	February Installment
All Copays Single	\$600	\$200	\$200	\$200
All Copays Family	\$1,200	\$400	\$400	\$400
Current Employee - newly enrolled Single	\$600	\$200	\$200	\$200
Current Employee - newly enrolled Family	\$1,200	\$400	\$400	\$400

Qualification and Implementation

This one-time payment will be split into three (3) equal installments. To qualify for an installment, the employee must be actively enrolled in a medical plan based upon the timeline below. If an employee is not actively enrolled during one of the required dates, they will not receive the installment for that period. Each installment is subject to all state and federal taxes and applicable retirement deductions, to be included with end of month pay.

Date Employee Must Be Actively Enrolled in a Medical Plan	Date of Installment
September 13, 2024	September 30, 2024 - 1/3 of Annual Total Payment
November 13, 2024	November 29, 2024 - 1/3 of Annual Total Payment
February 13, 2025	February 28, 2025 - 1/3 of Annual Total Payment

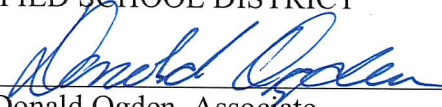
Costs/Funding Sources and Additional Information

Cost is estimated at \$2,325,754 (for both MOU's). The amount is based on employee medical enrollment as of March 2024. The actual cost will be based on plan enrollment that was in effect as of May 2024. Funding for this would be paid from the Art, Music, Instructional Material Block Grant (Resource 6762). This is an allowable cost of the grant within item #4, operational costs, including retirement and health care cost increases.

The District will be creating a Medical Expense Reimbursement Plan (MERP). This MERP will be in a fiduciary account with Nonstop under the name of the District. The District agrees, if funds are withdrawn from the MERP for any reason other than the reimbursement of employee medical expenses, the funds will be used for the purpose of current employee medical benefits. Any withdrawal from this account is received at only 2/3 of the balance per the agreement with Nonstop, or the entire balance can be rolled over annually at no cost. FCEA will be notified if the MERP is used for other purposes or upon termination of the contract with Nonstop.

This shall fully and finally resolve all bargaining for Benefits, through the 2024-2025 school year. Negotiations for benefits and compensation for the 2025-2026 will remain open. This MOU shall be in effect for the 2024-2025 school year.

FOR THE FOLSOM CORDOVA
UNIFIED SCHOOL DISTRICT

By: 
Donald Ogden, Associate
Superintendent Human Resources

FOR THE FOLSOM CORDOVA
EDUCATION ASSOCIATION

By: 
Tracy Suter - FCEA Executive Officer/
Bargaining Chair

Date: 5-23-2024

Date: 5-23-24

Board Approved: 6.6.2024