OXNARD UNION HIGH SCHOOL DISTRICT

Creating Prosperity through Equity, Inquiry, and Wellness

2027 Plan Year Cash In Lieu of Health Insurance Benefits

All cash-in-lieu enrollment paperwork is due by Friday, November 6, 2026, for the 2027 plan year. Eligible Oxnard Union High School District active employees who decline medical insurance benefits and demonstrate proof of qualifying alternative group medical coverage are eligible to receive cash-in-lieu benefits payments. These payments will be made in two equal parts in February and August provided you follow the steps below:

Part 1: Decline Medical Insurance Coverage by completing the Cash-in-Lieu of Health Benefits Form

Part 2: Demonstrate Proof of Alternative Group Medical Coverage

At Initial enrollment and annually during Open Enrollment you must demonstrate you have alternative group medical coverage* in order to receive cash-in-lieu benefits by submitting one of the following acceptable forms of proof of coverage:

- A letter of Credible Coverage from your current medical insurance company listing your name and the beginning date of coverage. The letter of Credible Coverage must be dated within the last 12 months
- A copy of your current medical insurance ID card. This card must include your name and a beginning date of coverage within the last 12 months
- A copy of your online proof of medical coverage listing your name as covered under the policy, the name of the medical plan, insurance company, and the beginning date of coverage within the last 12 months
- A signed letter dated within the last 12 months from your spouse/domestic partner's Human Resources or Benefits Department on a company letterhead listing your name, medical coverage, and date coverage commenced

Please submit your coverage to Sarah VanSomeren, Insurance Specialist, through one of the following methods:

- ➔ Email at sarah.vansomeren@oxnardunion.org
- ➔ Interoffice (brown) mail: Attn: Sarah VanSomeren, Insurance Specialist, District Office
- ➔ USPS: Oxnard Union High School District, 1800 Solar Drive, Oxnard, Ca 93030, Attn: Sarah VanSomeren, Insurance Specialist

You will receive confirmation via district email that your proof of alternative group medical coverage has been accepted and approval of your cash-in-lieu payments. No retro payments will be given if the submission deadline is missed. Please see the *OUHSD Cash-in-Lieu of Health Benefits FAQs* for additional details. If you have any questions, please reach out to Sarah VanSomeren, Insurance Specialist, at 805-385-2567 or email at sarah.vansomeren@oxnardunion.org

Please note per ACA guidelines, alternative group medical coverage must NOT be coverage in the individual market: COBRA, TRICARE, Veterans Affairs health benefits, Medicare, Medi-Cal or Covered California