OXNARD UNION HIGH SCHOOL DISTRICT

Creating Prosperity through Equity, Inquiry, and Wellness

OUHSD Cash-in-Lieu of Health Benefits FAQ

1. What Does Cash-in-Lieu Mean?
   Cash-in-Lieu means that an OUHSD benefit eligible (100% & 75%) employee opts out of Health Insurance benefits for the entire 2027 plan year and is paid two cash payments instead.

2. Who is Eligible for Cash-in-Lieu?
   Any classified employee working 6 hours or more per day (75%) or certificated employee working .75 FTE (75%) or more per school year is eligible for cash-in-lieu. These employees are considered benefit-eligible.

3. What is the Cash-in-Lieu Payment Amount?
   A 100% eligible employee who opts out of District Health Insurance coverage, after providing proof of other coverage, will be paid **$5000** annually ($2500 in February and August*) to opt out. **Any employee not employed by OUHSD in August 2027 will not receive the August cash-in-lieu payment.*
   A 75% eligible employee who opts out of Health Insurance coverage, after providing proof of other coverage, will be paid **$3750** annually ($1875 in February and August*) to opt out.
   **Any employee not employed by OUHSD in August 2027 will not receive the August cash-in-lieu payment.*

4. Is Cash-in-Lieu available to dual-covered OUHSD employees?
   Yes, cash-in-lieu is available for dual-covered OUHSD employees. Dual coverage means you have two health insurance plans at the same time. One plan is your “primary” plan and pays first. The other plan is your “secondary” plan and may pay some or all of the remaining allowed costs after the primary plan pays. Dual coverage usually occurs when both spouses have full coverage.

5. What does proof of other coverage mean?
   Proof of others covered is the verification or documentation that the employee is covered by a qualifying group medical coverage outside of the District through a spouse or partner.
   Please note per ACA guideline requirements, the alternative group medical coverage CANNOT be coverage in the individual market: COBRA, TRICARE, Veterans Affairs health benefits, Medicare, Medi-Cal or Covered California. These government subsidized programs are not eligible.

6. What is qualifying group health coverage?
   Qualifying group health coverage includes health coverage that provides minimum value as established by the federal Patient Protection Affordable Care Act (ACA) and is maintained by an employer or employee organization.

7. What acceptable verifications of coverage will the District accept from an employee in order to enroll in the cash-in-lieu benefits plan?
    a. A letter of Credible Coverage from the insurance company listing you and current beginning date of medical coverage (the beginning date must be within 12 months), or
    b. A signed letter from your spouse's/domestic partner's HR Department on their company letterhead listing you and a current coverage date within the last 12 months), or
    c. A copy of your insurance card. The insurance card must include your name and a current beginning date of coverage (within the last 12 months), or
    d. A copy of your online proof of coverage showing the insurance company, listing you as covered, and a current beginning date of coverage (within the last 12 months).

8. Will these same verifications of coverage examples be used for the annual recertification?
   Yes, this documentation will be required annually at open enrollment. If not provided, employees will be dropped from the cash-in-lieu program and will NOT be enrolled in any health insurance benefits with OUHSD unless they elected to do so through Open Enrollment.

9. When is the Cash-In-Lieu verification of coverage due?
   Cash-in-lieu verification and the Cash-In-Lieu of Health Benefits Form is due by the end of each open-enrollment period. For 2027 the form is due to Sarah VanSomeren, Insurance Specialist, by Friday, November 6, 2026.

10. Will employees be notified when their cash-in-lieu payments will start?
    Yes. Once we receive your documentation you will receive confirmation via your OUHSD email that your proof of alternative group medical coverage has been accepted and approval of your cash-in-lieu benefits.

11. Will Cash-in-Lieu benefits be retroactive?
    No, cash-in-lieu cannot be claimed or paid retroactively.

12. Can an employee opt out of benefits to participate in Cash-in-Lieu at any time of the year?
    Yes, as long as they can provide proof of outside group medical insurance. The annual payment (up to $5,000) will be prorated to adjust for the date the employee opted out.

13. Can an employee opt into OUHSD Health Insurance during 2027 due to a midyear qualifying event? (Loss of spouse/partner health insurance coverage)
    Yes, an employee can opt into OUHSD Health Insurance coverage within 30 days of losing coverage through their spouse/partner with proof of loss of coverage. Any cash-in-lieu payments received by the employee may be subject to a prorated payback of some portion of the cash payment.