

**Memorandum of Understanding (MOU) Between
The Banning Unified School District
and The Banning Teachers Association (BTA)
2023-24 through 2025-26 Health and Welfare Benefits**


June 6, 2023


The Banning Unified School District ("District") and the Banning Teachers' Association ("BTA") (collectively referred to as the "Parties") enter into this Memorandum of Understanding to address Health and Welfare benefits for the 2023-24 through 2025-26 school years.

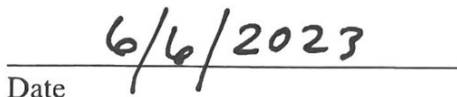
The parties agree to the following:

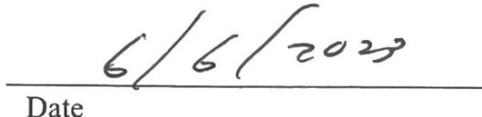
Each Bargaining Unit Member must decide which major medical package they will participate in during the open enrollment period prior to the commencement of the benefit year. The District will pay the actual cost of an eligible employee's health benefits up to a maximum of thirteen thousand seven hundred-fifty dollars (\$13,750) per year for each eligible employee. Three thousand, seven hundred-fifty dollars (\$3,750) will be paid to each eligible employee who has comparable health benefit coverage through a spouse and elects to waive coverage. The savings from this waiver of benefit program shall be used to offset health benefit cost increases that occur during the year for which the waivers apply. The savings from said program shall not accumulate from year to year. It is the clear intention of the District and the Association that all of the savings generated by the waiver of benefit program shall be applied against health benefit increases during the year for which the waivers apply before any payroll deduction for premium costs is implemented. Any such payroll deduction for premium costs shall be calculated based upon the composite rate for the plan selected by the unit member.

This MOU will be effective for the 2023-24 through 2025-26 school years, beginning on July 1, 2023 and ending on June 30, 2026 or upon mutual agreement of both parties.


Johnny Baker
Assistant Superintendent, HR
Banning Unified School District


Randy Robinson
Lead Negotiator
Banning Teachers Association


Date


Date