

**Tentative Agreement
Between
Monrovia Unified School District (District)
and the
Monrovia Teachers Association (MTA)**

Salary and Benefits

This Tentative Agreement (TA) is entered into by and between Monrovia Unified School District (hereinafter referred to as "District") and Monrovia Teachers Association (hereinafter referred to as "MTA"), collectively referred to as "the Parties", to outline an agreement on Salary and Benefits for the 2025-26 and 2026-27 school years.

The Parties agree to the following:

Salary

1. MTA members shall receive a one time **2.0% off** schedule salary payment based on their placement on the salary schedule for the 2025-26 school year.
2. MTA members will receive a **5.25% on schedule** salary increase for 2026-27 school year.

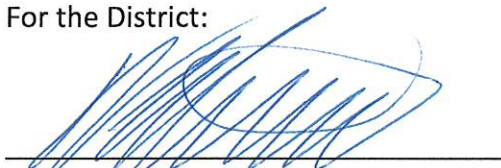
Benefits

1. The District will contribute **\$19,769 (5% additional over 2025-26)** toward each full time employee's benefit costs for the 2026-27 school year. This contribution will be prorated commensurate with percentage of employment for employees working less than full time who would like to purchase benefits.
2. Any premium costs in excess of the contribution shall be borne by the unit member through payroll deduction.
3. District will pay a stipend of \$2000 to bargaining unit members who choose to waive their District-provided medical benefits.
 - a. In order to qualify for this waiver, the bargaining unit member does not have to waive dental or vision plans, or any other optional plans.
 - b. In order to be eligible to receive the stipend, the employee must, by the end of the open enrollment period, submit a health insurance waiver form and provide evidence of dependent coverage on a medical insurance plan.
 - c. The District will pay the stipend in two installments. The first installment, which will be sixty percent (60%) of the stipend, will be paid no later than September 30, 2026. The second installment, which will be forty percent (40%) of the stipend, will be paid no later than January 25, 2027.

d. For an employee who qualified for the stipend at the time of open enrollment, who then opts for medical coverage later in the plan year due to a life event, the District will pro-rate the stipend based on the number of months the unit member has contributed to the plan for the plan year. For an employee who did not qualify for the stipend at the time of open enrollment, who then waives medical coverage later in the plan year due to a life event, the District will pro-rate the stipend based on the number of months remaining in the plan year, and will pay the stipend in only one installment no later than 30 days after the effective date of the change in coverage. For an employee who is hired during the plan year, and who waives medical coverage, the District will pro-rate the stipend based on the number of months remaining in the plan year, and will pay the stipend in only one installment no later than thirty (30) days after the effective date of the start of coverage.

4. The District will provide Life Insurance for all MTA Members in the amount of \$50,000.

For the District:



Vanessa Landesfeind,
Asst. Superintendent Human Resources

5/26/24
Date

For MTA:



Stephanie Sparks
President, Monrovia Teachers Association

5/26/24
Date