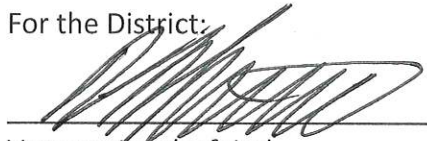


Tentative Agreement
Between
Monrovia Unified School District (District)
and the
Monrovia Teachers Association (MTA)

Amendment to Benefits MOU

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 **monthly** installments over the months from October 2026 to June 2027 as follows: October \$400 and each subsequent month \$200.
 - 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. 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.

For the District:



Vanessa Landesfeind,

Asst. Superintendent Human Resources

Date: 8/24/24

For MTA:



Stephanie Sparks

President, Monrovia Teachers Association

Date: 8/24/26