

APPENDIX F - MEMORANDA OF UNDERSTANDING (MOU)

MEMORANDUM OF UNDERSTANDING (MOU)

BETWEEN

THE BANNING UNIFIED SCHOOL DISTRICT AND THE BANNING TEACHERS' ASSOCIATION (BTA)

2026-27 HEALTH & WELFARE BENEFITS CONTRIBUTION

APRIL 29, 2026

The Banning Unified School District ("District") and the Banning Teachers' Association ("BTA") (collectively referred to as the "Parties") entered into this Memorandum of Understanding ("MOU") to address the Health and Welfare benefits program for the 2026-27 fiscal year.

WHEREAS, the Parties acknowledge that health insurance premiums for the 2026–27 plan year are increasing by 7.3% for Anthem plans and up to 7.55% for Kaiser plans; and

WHEREAS, the District seeks to mitigate the financial impact of these premium increases and hold unit members harmless to these increases to the greatest extent feasible;

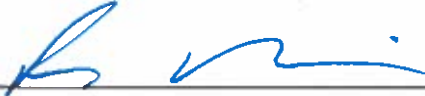
NOW, THEREFORE, the Parties agree as follows:

1. **District Contribution Increase:** The District shall increase its health and welfare contribution by one thousand, one hundred five dollars (\$1,105) to a maximum of fifteen thousand, eight hundred fifty-five dollars (\$15,855) for the 2026-27 fiscal year for each eligible employee. Five thousand, five hundred dollars (\$5,500) will be paid to each eligible employee who has comparable health benefit coverage through a spouse and elects to waive coverage.
2. **Supersession of Prior Agreements:** This MOU supersedes and replaces the Health and Welfare MOU agreed upon as part of the 2025–26 re-opener negotiations between the District and BTA, dated June 18, 2025. All previous understandings or agreements related to health and welfare benefits for the 2026–27 school year are rendered null and void as of the effective date of this agreement.
3. **Relationship to Article 19:** Except as expressly provided in this MOU, all provisions of Article 19 – Health and Welfare Benefits of the collective bargaining agreement shall remain in full force and effect. This MOU establishes a one-time, hold-harmless contribution increase for the 2026–27 fiscal year only and does not modify, expand, or create precedent regarding any other aspect of Article 19.

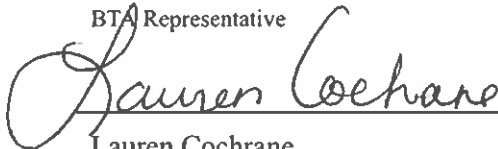
4. Grievance Procedure: This MOU is subject to the grievance provisions set forth in Article 10 of the collective bargaining agreement.
5. Term: The increase to the District's contribution described herein shall expire on June 30, 2027, unless expressly renegotiated by the Parties.
6. Entirety of Agreement: This Memorandum of Understanding constitutes the complete and entire understanding between the Parties regarding the subject matter herein. There are no other written or verbal agreements, promises, or representations between the Parties beyond those expressly stated in this MOU.

IN WITNESS THEREOF, the Parties have caused this MOU to be executed by their authorized representatives on April 29, 2026.

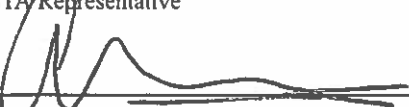
ON BEHALF OF BTA:



Randy Robinson
BTA Lead Negotiator

Juanita Cash-Crews
BTA Representative

Lauren Cochrane
BTA Representative

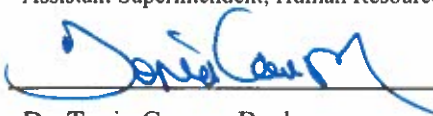
Miriam Gonzalez
BTA Representative

Amanda Mignano
BTA Representative

Pam Valencia
BTA Representative

ON BEHALF OF THE DISTRICT:



Kirk Skorpanich
Assistant Superintendent, Human Resources

Dr. Tonia Causey-Bush
Assistant Superintendent, Educational Services

Victor Herrera
Assistant Superintendent, Business Services