

BURBANK UNIFIED SCHOOL DISTRICT

AND

BURBANK TEACHERS ASSOCIATION

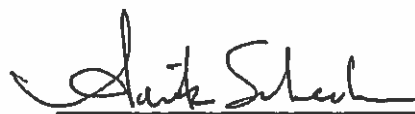
Memorandum of Understanding

Combined Benefits 2015 Benefit Year

The Burbank Unified School District (District) and the Burbank Teachers Association (BTA) enter into the Memorandum of Understanding and agree as follows:

1. The District agrees that any BTA member whose spouse/domestic partner is a benefits-eligible District employee may combine their applicable district health benefits contributions (towards medical coverage) and purchase any plan coverage provided that only one employee is identified as the subscriber.
2. The cap amount is the negotiated amount identified in the BTA contract.
3. The District agrees to allow BTA members whose spouse is benefits eligible to combine benefits retroactive to January 1, 2015.
4. Number two and three of this memorandum is not precedent setting and applies to the 2015 benefits year only.
5. Both sides agree to add language to extend this benefit to BTA members through Article 8 in the Collective Bargaining Agreement between the BTA and BUSD during the 2015-2016 Negotiations period.

 10-29-15
Diana Abasta Date
President BTA

 10-29-15
Anita Schackmann Date
Director, Human Resources