

**Memorandum of Understanding**  
**Between the**  
**Bellflower Unified School District**  
**And the Bellflower Teachers Association**

**August 28, 2024**

The Bellflower Unified School District ("District") and the Bellflower Teachers' Association ("BTA") agree to the following for health and welfare benefits for 2025:

- 1. Employees who enroll in the District's benefits program for 2025 shall receive a one-time stipend equal to the increase in their contribution from 2024 to 2025, based on the cost difference for the selected plan.**

**If an employee switches to a different plan in 2025, the stipend will only cover the increase in cost from 2024 to 2025 for the new plan. No stipend will be provided if the employee's contribution decreases or remains the same.**

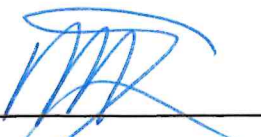
**For new employees or those re-enrolling into the benefits program after previously opting out, the stipend will be based on the difference in cost of the newly selected plan of the employee. The employee shall receive the difference of the cost of that plan between 2024 and 2025.**

**The stipends will be paid in full on December 1, 2025.**

- 2. The District and BTA agree to work through the negotiations process to:**

- Enhance our health and welfare benefits program to better meet the needs of our employees while ensuring long-term sustainability.
- Negotiate a comprehensive compensation package that reflects the value of our employees' contributions and aligns with the district's financial goals.
- Foster an ongoing dialogue to ensure that both parties are fully engaged in addressing current and future challenges in a balanced and transparent manner.
- These efforts are aligned with our district's strategic goals of maintaining financial stability, supporting employee well-being, and fostering a collaborative work environment.

This MOU shall be effective upon execution by BTA and approval by the Bellflower Unified School District Board of Education.

  
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For the District

  
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For BTA President