

MEMORANDUM OF UNDERSTANDING

The following memorializes the understanding of the Butte-Glenn Community College District (hereinafter referred to as the "District") and the Butte College Education Association (hereinafter referred to as "BCEA") regarding the extension of benefits over non-contracted months (June and July) for full-time temporary faculty. The parties agree to continue this program for the 2025-2026 fiscal year.

1. The District agrees to extend medical, dental, vision, life and disability benefits, in the same manner it does for full-time regular faculty, over the non-contracted months to full-time temporary faculty returning the term immediately following.
2. Benefit premiums/cash in lieu for 10-month employees will be calculated on a 12-month basis. Any underpayment of premium will be deducted from the returning employee's first regular paycheck and any underpayment of cash in lieu will be paid on the returning employee's first regular paycheck.
3. If full-time temporary faculty do not return as expected, the District will terminate all benefits retroactive to the end of the month last worked, in accordance with benefit plan requirements. The non-returning employee will be offered COBRA continuation coverage. If COBRA continuation coverage is not elected and paid in full, the non-returning employee will be responsible for any insurance claims made over the non-contracted months.
4. Full-time temporary faculty not expected to return will be offered COBRA, in accordance with federal law. Should the extended coverage be elected, and the employee subsequently contracted by the District for return the following semester, the District will reimburse the cost of the coverage less the cost of any administrative fee.

For BCEA: 

For District:  Erik Stearner (Nov 24, 2025 15:21:05 PST)

Denise L. Adams

BCEA MOU FT Temp Benefits

2025-26_Sept2025

Final Audit Report

2025-11-24

Created:	2025-09-30
By:	Kathy Turner (turnerkat@butte.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAAfjQOxfaaCv7k2qjwdiAoQRfjGL46Xgdb

"BCEA MOU FT Temp Benefits 2025-26_Sept2025" History

-  Document created by Kathy Turner (turnerkat@butte.edu)
2025-09-30 - 4:53:30 PM GMT- IP address: 205.155.141.8
-  Document emailed to Jason Trento (TrentoJa@butte.edu) for signature
2025-09-30 - 4:53:50 PM GMT
-  Email viewed by Jason Trento (TrentoJa@butte.edu)
2025-09-30 - 10:12:35 PM GMT- IP address: 104.28.124.91
-  Document e-signed by Jason Trento (TrentoJa@butte.edu)
Signature Date: 2025-09-30 - 10:12:52 PM GMT - Time Source: server- IP address: 205.155.141.8
-  Document emailed to Erik Shearer (shearerer@butte.edu) for signature
2025-09-30 - 10:12:54 PM GMT
-  Email viewed by Erik Shearer (shearerer@butte.edu)
2025-09-30 - 10:13:01 PM GMT- IP address: 74.179.70.8
-  Email viewed by Erik Shearer (shearerer@butte.edu)
2025-11-22 - 8:02:47 PM GMT- IP address: 172.226.36.22
-  Document e-signed by Erik Shearer (shearerer@butte.edu)
Signature Date: 2025-11-24 - 11:21:05 PM GMT - Time Source: server- IP address: 205.155.141.8
-  Document emailed to Denise Adams (adamsde@butte.edu) for signature
2025-11-24 - 11:21:06 PM GMT
-  Email viewed by Denise Adams (adamsde@butte.edu)
2025-11-24 - 11:38:00 PM GMT- IP address: 104.47.57.126



Document e-signed by Denise Adams (adamsde@butte.edu)

Signature Date: 2025-11-24 - 11:38:10 PM GMT - Time Source: server- IP address: 205.155.141.8



Agreement completed.

2025-11-24 - 11:38:10 PM GMT



Adobe Acrobat Sign