

**Memorandum of Understanding  
between the  
Irvine Unified School District  
and the  
Irvine Teachers Association**

**Article 18 – Benefits Management Board (BMB)**


For the 2019-20 school year, the parties agree to the following changes to Article 18 of the Collective Bargaining Agreement. The BMB has identified a structural imbalance between revenues and expenditures in the health and welfare benefit plan for 2019-20, including a deficit in the reserve. The parties wish to waive the contractual deadline set forth in 18.2.1 and its subsections as outlined below in order to provide additional time to address this funding shortfall.

18.2.1 If agreement is not reached through the bargaining process by ~~October 1~~  
March 1, 2020 of any benefit year, and funding to the BMB is not  
sufficient to maintain the employee benefits proposed by the BMB, then  
the district shall cover one-half of the shortfall in funding and the  
remaining one-half shall be divided equally among active employees  
participating in the plan and paid for by individual payroll deductions.

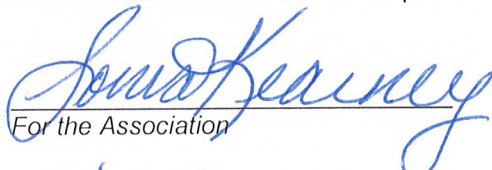
18.2.2.1 The payroll deduction shall be implemented no later than  
~~November 1~~ April 1, 2020.

18.2.2.2 The District and ITA agree that reaching agreement on the  
funding level is a priority.

The term of this Memorandum of Understanding (MOU) is from the date of signature by the parties until June 30, 2020. Upon expiration of this MOU, all of the language, terms and conditions of section 18.2.1 and its subsections shall be restored in full to its pre-MOU status.

  
\_\_\_\_\_  
For the District

9-25-2019  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
For the Association

9/25/19  
\_\_\_\_\_  
Date