

Tentative Agreement
between the
Irvine Unified School District
and the
Irvine Teachers Association

ARTICLE 18 – Benefits Management Board (BMB)

18.1.3.2 If the recommended funding level is greater than the existing District contribution, the BMB may, between April 1 and May 1, take action to implement or change one or more of the following:

- Plan modifications
- Unit member modifications for dependent coverage
- Unit member contributions for employee coverage
- Allocate excess funds from the insurance reserve to offset increased costs, so long as the remaining reserve balance is sufficient to cover three ~~(3)~~ **two (2)** months of claims.

18.2 ~~Effective January 1, 2019~~ **Effective July 1, 2019**, the District's contribution for health benefits shall be ~~ten thousand two hundred seventy-five dollars (\$10,275)~~ **eleven thousand fifteen dollars (\$11,015)** per eligible unit member per benefit year unless modified through the provisions of Article 18.2.1.

In addition, the district shall make a one-time contribution of \$800,000 **two million dollars (\$2,000,000)** to the reserve fund of the Benefit Management Board for the ~~2018/19~~ **2019/20** school year. The District's contribution shall be subject to annual negotiations.

18.7 ~~The District shall provide medical, dental, and vision benefits as specified by the BMB for unit members retiring after reaching their 55th birthday, provided said unit member has served a minimum of fifteen (15) full time or equivalent years (last five (5) years to be consecutive) in the District and bargaining unit prior to retirement.~~

The District shall provide medical, dental and vision benefits as specified by the BMB to unit members retiring under the following - conditions.

- **Have reached their 55th birthday;**
- **Have served a minimum of fifteen (15) full time or equivalent years in the District as a certificated employee; and**
- **The last five (5) years (part-time or full-time) of service prior to retirement have been consecutive.**

Placement on a reemployment list per California Education Code section 44978.1 during the last five years of service prior to retirement shall not constitute a break in service for purposes of eligibility under this provision.



For the District

11/22/19

Date



For the Association

11/22/19

Date