

**TENTATIVE AGREEMENT**  
**between**  
**Huntington Beach City School District**  
**and**  
**California School Employees Association and its Huntington Beach City Chapter 316**

April 6, 2023

The Huntington Beach City School District (District) and California School Employees Association and its Huntington Beach City Chapter 316 (CSEA) agree to maintain the provisions of the current collective bargaining agreement except as follows:

**ARTICLE XXV: EARLY RETIREMENT PLAN**

25.1 Unit members who retire early from active service in the District may elect to continue coverage and the District will continue to make District contributions toward medical, dental, and vision benefit coverages in the amount set forth in Article XIII and under the terms and conditions of the current master contract between the District and the insurance carrier(s) if the unit member meets all of the following conditions:

25.1.1 Has been actively employed in the District for ten (10) **full** consecutive school years.  
(Approved leave does not count as break in service or as a year in service.)

25.1.2 Each year's service shall have been for a full school year of thirty (30) hours of paid service or more per week.

25.1.3 Unit member shall have been fully covered by District's insurance program for each of the ten (10) years.

25.1.4 Unit member shall be eligible for and provide verification of his/her receiving benefits from Public Employees' Retirement System.

25.1.5 Unit member shall not have reached age 65.

25.1.6 Retiree is not eligible for Medicare coverage.

25.1.7 Retired unit members who are eligible and elect coverage may elect to continue coverage for dependents, at their expense, by completing and submitting appropriate forms. Unit members who elect to continue coverage for their dependents shall mail the entire dependent monthly premium payment no later than the 10th day of the preceding month, required for coverage, made payable to Huntington Beach City School District and submitted to the Payroll/Benefits Office. Unit members failing to conform to said District procedures shall be canceled from any insurance benefits referred to herein.

25.1.7.1 Dependent shall not have reached age 65.



Mark Francovig, CSEA President

4-6-2023

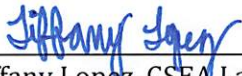
Date



Robert Miller, Assistant Superintendent, HR

4-6-2023

Date



Tiffany Lopez, CSEA Labor Representative

4/6/23

Date