

ARTICLE 13

RETIREMENT

13.1 RETIREMENT PROGRAM

13.1.1 Effective October 1, 1988 and thereafter, bargaining unit members who retire after no less than fifteen (15) total years of full-time paid service in the Fontana Unified School District and have achieved fifty (50) years of age, according to District records, shall be eligible to participate in the District-sponsored health and welfare benefits programs, provided that the bargaining unit member has been covered under a plan for the five (5) years immediately preceding retirement, as follows:

- (A) Option 1 – The District shall pay the premiums for medical insurance only at the same rate that is provided for current full-time employees for a period of eight (8) years after retirement.
- (B) Option 2 – The District shall pay the premiums for the total health and welfare package (inclusive of medical, dental, vision and life insurance) at the same rate that is provided for current full-time employees for six (6) years after retirement.
- (C) Option 3 – The District shall pay the premium for fourteen (14) years of Dental and Vision insurance at the same rate that is provided for current full-time employees.
- (D) Option 4 – Bargaining unit members hired before July 1, 2015 and serving the Fontana Unified School District with thirty-three (33) or more years of service will be granted lifetime medical benefits for the employee and spouse during the lifetime of the employee.

Full retirement benefits shall be granted to the surviving spouse of an employee who qualified for lifetime benefits under Article 13 until said surviving spouse remarries, or is eligible for Medicare benefits, but under no condition longer than eight (8) years.

- (1) Lifetime Benefits are available for eligible employees beginning at age 55.
- (2) Deferral of lifetime benefits is only eligible to those employees who are leaving for service retirement or medical retirement. Employees who are not retiring from CALSTRS or CALPERS are not eligible for deferral of lifetime benefits.

13.1.2 Under no circumstances shall the District's maximum contribution for retired employees exceed that contributed by the District for current full-time employees.

13.1.3 For purposes of the foregoing, completion of seventy-five percent (75%) of the workdays within a school year shall constitute completion of a year of service. The Board may, at its sole discretion, modify retiree benefits stated herein when in its consideration the circumstances of an individual situation warrant such action.

13.1.4 Retirees who were working under less than a full-time contract shall be eligible for a



