

TA C Hump  
5.2.2018  
*[Signature]*

**District Response Regarding Retiree Health Benefits for Categorically Funded Faculty**  
May 2, 2018

The District understands the equity issues raised by AFT's proposal to provide retiree health benefits for full-time faculty in categorically funded positions in the same manner i.e., the same eligibility requirements, as tenure-track faculty. However, before committing to provide retiree health benefits to categorically funded full-time faculty, especially at a time when the District is deficit spending, the parties agree to address the proposal as follows:

- The District will provide information for both categorically funded full-time faculty as well as tenure track faculty for the 2018 actuarial study of the District's GASB 43 and 45 Other Post Employment Benefit (OPEB) liability;
- The basis for determining eligibility for categorically funded full-time faculty retiree health benefits shall be the same as current requirements for tenure-track faculty.
- The District shall make all information provided to the actuaries available to AFT.
- AFT and the District shall meet to review the information provided to the actuaries, as well as review the draft actuarial study report to determine the effect on the District's OPEB liability.
- Any increase in the OPEB liability will be reviewed in October and November 2019, when reviewing the Audited Unrestricted General Fund Balance ("Audited Fund Balance") for fiscal 2018-19 to consider whether retiree health benefits can be offered effective July 1, 2020.

*and Parcel Text*