

# Tulare County Office of Education

*Tim A. Hire, County Superintendent of Schools*

## **Tulare County Office of Education Certificated Management Benefits**

### **1. Salary Schedule Placement**

Credits may be granted upon hire to certificated management employees for previous experience based on one step for each full year of equivalent or comparable experience. Entry level to be no higher than the fifth (5th) step on the salary schedule, unless specifically approved by the County Superintendent of Schools.

### **2. STRS Total Compensation Program**

Effective November 1, 2011, the Office has increased each cell on the management salary schedule for STRS members by \$16,000. The purpose of this increase is to allow certificated management employees to select and purchase the health insurance plan that best meets the needs of the employee's families through the Section 125 plan offered by the Office. Certificated management employee's working at least 50% of a full time assignment and less than 80% of a full-time assignment must participate at their own expense in one of the health insurance plans offered by the Office. Certificated management employees who do not work at least 50% of a full-time assignment shall not be eligible to participate in any of the health insurance plans.

### **3. Life Insurance**

The Office shall provide \$100,000 term life insurance for each certificated management employee for as long as they remain employed by the Office. The term life insurance coverage will end on the last day of the month in which the employee terminates employment. A certificated management employee may convert the life insurance policy to an individual policy, upon termination.

### **4. Physical Examinations**

All certificated management employees shall be entitled to reimbursement, up to a maximum of \$150 per year, toward the cost of an annual physical examination, when required for position. A Small Purchase Claim form with receipt attached must be completed and submitted together with a copy of the examining physician's itemized statement to the Human Resources Department for reimbursement.

### **5. Professional Membership**

The Office shall pay fifty percent (50%) of the cost of annual membership dues for participation in the Association of California School Administrators (ACSA) for certificated management and classified management employees.

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## 6. Retiree Health Benefits

The Office offers the same health insurance package (including medical, dental, vision, and prescription benefits) available to active certificated management employees to retirees but on the following basis:

- a. A certificated management employee who qualified for benefits while in active service and was hired on or prior to July 1, 2006, but retired prior to June 30, 2011, shall be eligible for coverage of the retiree and his/her spouse upon the employee's retirement at age fifty-five (55) with fifteen (15) years of service with the Tulare County Office of Education, or with twenty (20) years of service in the public school system in California. The benefits shall continue to be paid by the Office until the retiree reaches age sixty-five (65), or until the death of the retiree. Retirees and surviving spouses may continue in the plan, at their own expense. Upon reaching age 65, with retirement at age 58 or later, and with a minimum of twenty- three (23) years in public education to include eight (8) total years of service to the Office, or with retirement at age fifty-five (55) and thirty (30) years of service to the Office, the retiree, at his/her option, may continue to receive full coverage of the health insurance package of the office up to age 75, with premium costs to be borne on a 50-50 basis between the retiree and the Office. The retiree, upon reaching age 75, may elect to continue to receive such coverage, with full premium costs to be paid by the retiree. Retirees who are eligible for health insurance coverage shall be covered under the plan available to the current employees.
- b. A certificated management employee who qualified for benefits while in active service and was hired on or prior to July 1, 2006 and who retires on or after June 30, 2011, shall be eligible for coverage upon retirement for the employee and his/her spouse upon the employee's retirement at age sixty (60) provided that the employee has at least twenty-three (23) years of service in the public school system in California with at least eight (8) of those years of service with the Tulare County Office of Education. The benefits shall continue to be paid by the Office until the retiree reaches age seventy (70), or until the death of the retiree whichever comes first. Retirees and surviving spouses may continue in the plan, at their own expense. Upon reaching age seventy (70), with retirement at age 60 or later, and with a minimum of thirty (30) years in public education which includes eight (8) total years of service to the Office, the retiree, at his/her option, may continue to receive full coverage of the health insurance package of the office up to age 75, with premium costs to be borne on a 50-50 basis between the retiree and the Office. The retiree, upon reaching age 75, may elect to continue to receive such coverage, with the full premium costs to be paid by the retiree in advance of the month of coverage. Retirees who are eligible for health insurance coverage shall be covered under the plan available to the current employees. All benefits shall be coordinated with Medicare if the retiree and/or spouse are eligible for Medicare coverage.

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- c. A certificated management employee who qualifies for benefits while in active service and was hired after July 1, 2006, shall be eligible for coverage upon retirement. The retiree's health insurance package provided by the County Superintendent of Schools (including medical, dental, vision, and prescription benefits) shall continue to be provided to any certificated management retiree and his/her spouse upon the employee's retirement at age fifty-five (55) with a total of twenty-five (25) years of certificated service in the public school system in California with at least seven (7) years of continuous certificated service with the Office OR a total of twenty (20) years of consecutive service with the Office. The benefits shall continue to be paid by the Office until the retiree reaches age sixty-five (65). After the age of sixty-five (65), retirees and surviving spouses may continue in the plan, at their own expense. Retirees who are eligible for health insurance coverage shall be covered under the plan available to the current employees.

## **7. Longevity Increments**

Effective July 1, 2022, certificated management employees shall receive a longevity increment at the beginning of the employee's 10<sup>th</sup> year of consecutive service as outlined below:

|          |                |
|----------|----------------|
| 10 Years | \$1,000 Annual |
| 15 Years | \$2,000 Annual |
| 20 Years | \$3,000 Annual |
| 25 Years | \$4,000 Annual |
| 30 Years | \$5,000 Annual |

## **8. Doctorate Stipends**

Certificated management employees shall receive an annual stipend of \$500 for an earned doctoral degree in education or a related field from an accredited institution. A copy of transcripts noting the degree, or a copy of the degree must be submitted to Human Resources to be eligible to receive this stipend.

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## 9. Leave Entitlements

Certificated management employees shall receive the following entitlements:

| Benefit                  | Certificated Management                                                                                         |
|--------------------------|-----------------------------------------------------------------------------------------------------------------|
| Sick Leave               | 10 days if work 185 – 199 days<br>11 days if work 200 – 214 days<br>12 days if work 215 – 227 days              |
| Personal Necessity Leave | 8 days (deducted from Sick Leave)<br>7 Personal Necessity<br>1 Discretionary Personal Necessity                 |
| Personal Business Leave  | 3 days                                                                                                          |
| Bereavement              | 5 days for immediate family members<br><i>(must be used within 3 months of date of death, and in full days)</i> |
| Vacation                 | No paid vacation                                                                                                |
| Holidays                 | No paid holidays                                                                                                |

Education Code Section 44983 states that certificated employees shall be credited with a total of no less than five (5) months including days to which he/she is entitled under Education Code Section 44978. The paid sick leave authorized under such a rule shall be exclusive to any other paid leave to which the employee may be entitled. Employees will use accumulated sick leave to receive full pay for absences charged to sick leave. Upon exhaustion of accumulated sick leave, employees will be paid 50% of their salary for the remainder of the leave. This leave is credited per individual illness or accident and is not cumulative.