

Tulare County Office of Education

Tim A. Hire, County Superintendent of Schools

Tulare County Office of Education (TCOE) Certificated Management Benefits

1. Salary Schedule Placement

Credits may be granted at induction to certificated management employees for previous relevant experience based on one step for each full year of equivalent or comparable experience, with the 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 employees' families through the Section 125 plan offered by the Office.

Certificated management employees working at least 50% 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. 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.

Approved October 7, 2025:



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6. Retiree Health Benefits

The Office offers the same health insurance package (including medical, dental, vision care 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.

Revised September 11, 2025

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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 care 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 10th 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.

9. Leave Entitlements

Certificated management employees shall receive the following entitlements:

Benefit	Certificated Management
Sick Leave	10 days if work 185 – 199 days 11 days if work 200 – 214 days 12 days if work 215 – 227 days

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Personal Necessity Leave	7 days
Personal Business Leave	3 days
Discretionary PN	1 day
Bereavement	5 days for immediate family members <i>(must be used within 3 months of date of death, and in full days)</i>
Vacation	Do not earn vacation; builds non-workdays into calendar
Holidays	No paid holidays
Extended Illness Leave (5 school months of less)	50% pay per EC 44983

When a certificated employee has exhausted all available sick leave, including accumulated leave and continues to be absent due to illness beyond the five-month period provided under Education Code 44977, the employee shall, if not placed in another position, be placed on a reemployment list for a period of 39 months and 24 months for probationary and permanent employees respectively. The employee, when fit, shall be returned to employment in a position for which he/she is credentialed and qualified. The 24 month and 39-month periods shall commence at the expiration of the five-month period provided under Education Code 44977.

Revised September 11, 2025

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