

# **Tulare County** **Office of Education**

*Tim A. Hire, County Superintendent of Schools*

## **Early Childhood Education (ECE) Classified Management Benefits**

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

Credit may be granted at induction to classified management employees for previous experience on the basis of one step for each full year of equivalent or comparable experience. Entry level may not exceed the fifth (5th) step on the salary schedule unless approved by the County Superintendent of Schools.

### **2. Health Insurance**

The Office provides a health benefits package (medical, dental, vision, and prescription) for each eligible classified management employee. Eligibility begins the first day of the month following hire for employees assigned 30+ hours per week (minimum 6 hours/day, 5 days/week).

### **3. Life Insurance**

The Office provides \$50,000 term life insurance to each classified management employee. Coverage ends on the last day of the month in which employment terminates. Conversion to an individual policy is available upon termination.

### **4. 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.

### **5. Retiree Health Benefits**

Retirees may purchase the current health insurance policy indefinitely at their own expense. Effective July 1, 2000, eligible retirees (60+ years old with 20+ years of service) will have their health benefit package paid by the Office at the active employee rate until eligible for Medicare. Employees retiring on or after February 1, 2011, with 20+ years of uninterrupted service.

Employees meeting the Rule of 80 (age + years of service = 80) and approved for Disability Retirement (STRS or PERS) also qualify.

Note: Retirees will be covered under the same health plans available to active employees.

### **5. Longevity Entitlement**

Years of Service	Monthly Amount
10 Years	\$75.00
20 Years	\$125.00
30 Years	\$175.00

Approved September 16, 2025:



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## 6. Leave Entitlements

Leave Type	Details
Sick Leave (Based on Workdays)	227–246 workdays: 12 days 206–226 workdays: 11 days 185–205 workdays: 10 days
Personal Necessity	8 days (deducted from Sick Leave)
Personal Business Leave	12-Month Centers: 8 days 11-Month Centers: 3 days 10-Month Centers: 3 days DOE Office: 3 days
Bereavement Leave	5 days (must be used within 3 months of the date of death; full days only)
Vacation (6-month waiting period)	12-Month Centers: 10 days 11-Month Centers: 13.75 days 10-Month Centers: 12.5 days DOE Office: 15 days  *Vacation for Center employees is included in pay calculations. *
Holidays	227–245 workdays: 15 paid holidays 206–226 workdays: 14 paid holidays 185–205 workdays: 13 paid holidays Fewer than 185 workdays: prorated

Revised September 11, 2025

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