

**Tulare County Superintendent of Schools**  
**Early Childhood Education Classified Management Employee 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, with entry level to be no higher than the fifth (5th) step on the salary schedule, unless approved by the County Superintendent of Schools.

**2. Health Insurance.** The Office shall provide a health benefits package for each eligible employee, including medical, dental, vision, and prescription, to classified management. New employees shall be eligible for Office-paid health insurance (medical, dental, vision, and life) on the first day of the month following date of hire if regularly assigned thirty (30) or more hours per week at six (6) hours per day, five (5) days per week.

**3. Life Insurance.** The Office shall provide \$50,000 term life insurance for each classified 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. An employee may convert the life insurance policy to an individual policy) upon termination.

**4. Retiree Health Benefits.** Retirees shall be eligible to purchase, at their own expense, the current health insurance policy for an indefinite period. Eligible employees receiving the health benefit package provided by the Office who meet certain criteria shall have their health benefit package paid by the Office upon retirement until the retiree is eligible for Medicare.

Effective July 1, 2000, eligible employees receiving the health benefit package provided by the Office who are sixty (60) years of age or older and who have a minimum of twenty (20) years of service with the Office will continue to have their health benefit package paid by the Office, at the same contribution rate as active employees, upon retirement until the retiree is eligible for Medicare.

Employees retiring on or after February 1, 2011, eligible employees receiving the health benefits package provided by the Office who are sixty (60) years of age or older and who have a minimum of twenty (20) years of employment with no break in service with the Office will continue to have their health benefits package paid by the Office at the same contribution rate as active employees, upon retirement, until the retiree is eligible for Medicare.

“Years of service” with the Office, for this provision, include any fiscal year in which the Office paid any portion of the employee’s health benefit costs. Said benefit shall continue until the end of the month in which the retiree reaches eligibility for Medicare. Retirees who are eligible for health insurance shall be insured under the plan available to current employees as those plans may change from time to time, and dependent upon the requirements of the insurance carrier.

Effective August 15, 2003, eligible employees receiving the health benefit package provided by the Office whose length of employment added to their age totals at least eighty (80) AND who are filing for

a Disability Retirement as approved by their retirement plan (STRS or PERS), shall be eligible to receive the same retiree health benefits as those employees who have reached age sixty (60) and have worked at least (twenty) 20 years with the Office.

**5. Longevity Entitlement.** Classified management employees shall receive a longevity increment at the beginning of the employee's 10th year of consecutive service, as outlined below:

<u>Years of Service</u>	<u>Amount</u>
10 Years	\$75.00 Monthly
20 Years:	\$125.00 Monthly
30 Years	\$175.00 Monthly

**6. Leave Entitlements.** Education Code 45196 states that classified management, "shall once a year be credited with a total of not less than 100 working days of paid sick leave, including days to which he/she is entitled under Education Code Section 45191. The paid sick leave authorized under such a rule shall be exclusive of any other paid leave, holidays, vacation, or compensatory time to which the employee may be entitled. ECE Management Employees shall receive the following leave entitlements:

<b>Leave Type</b>	<b>Entitlement Conditions</b>
Sick Leave	12 days – 12 <sup>th</sup> month center Doe Office
	10 days – 10 <sup>th</sup> month center.
Personal Necessity Leave	8 days
Business Leave	8 days – 12 <sup>th</sup> month center.
	3 days – 10 <sup>th</sup> month center. Doe Office
Bereavement Leave	5 days for immediate family members 1 day for non-immediate family members
Vacation	.8333 day/each month/10.00 days a year paid vacation – 12-month center.
	1.25 day/each month/12.5 days a year paid vacation – 10-month center.
	1.25 day/each month/15 days a year accrued vacation – Doe Office.
Holidays	<b>Paid holidays to include:</b>
	13 holidays for 185 - 205 workdays
	14 holidays for 206 - 226 workdays
	15 holidays for 227 - 260 workdays