

**Memorandum of Understanding  
between**

**Tulare County Office of Education  
and  
Tulare County Office of Education Teacher's Association (CTA)**

The Tulare County Office of Education and the Tulare County Office of Education Teacher's' Association (CTA) agree to resolve negotiations for the 2020-2021 school years on the following terms and conditions:

**ARTICLE XXI: SALARIES**

There will be no salary increase for the 2020-2021 school year.

**ARTICLE XXII: EMPLOYEE BENEFITS**

22.1 Employees eligible for health benefits shall be covered by SISC III, PBC 100B-0 Plan, with Mental Health Coverage through the Anthem Blue Cross Employee Assistance Program (EAP), with a contribution by the Tulare County Office of Education not to exceed ~~\$2,466.78~~ **\$2,176.38** per month for ten (10) months per certificated employee for the 2020-2021 school year to provide the health insurance package, including health, dental, vision, and prescriptions, under the Tulare County Office of Education's existing plans or such equivalent plans as the Tulare County Office of Education may select, for any full-time employee who elects such coverage. Coverage will be SISC III, PBC 100B-0 Plan, with Mental Health Coverage through the Anthem Blue Cross Employee Assistance Program (EAP) affecting certificated employees, to continue at the same level until the expiration of this contract, or, upon mutual agreement between the Association and the County Superintendent of Schools, the contract may be revised at any time during the contract period to consider changes in the benefits in order to reduce employee contributions toward any premium in excess of the maximum amount to be paid by the employee.

22.1.1 A certificated employee hired at an 80% contract or higher shall have premiums paid by the Office for their insurance. A certificated employee hired at less than an 80% contract, but at least a 50% contract, will pay his/her proportionate amount toward the health benefit package if they choose to enroll.

22.2.2 Anyone hired at less than a 50% contract may voluntarily enroll in SISC's 2 Tier Anchor Bronze Health Plan. The Bronze Health Plan does not include dental or vision benefits. During the designated open enrollment periods, the employee may elect to enroll in the "Employee Only" tier or the "Employee+Child(ren)" tier. Spouses are not eligible for enrollment in the Bronze Health Plan. Employees choosing to enroll in the 2-Tiere Anchor Bronze Health Plan shall not be entitled to receive any Office contribution towards the health plan.

- 22.2.3 Any employee hired prior to 1985-86 at less than 100%, but more than 50%, receiving full benefits will continue to receive said benefits.
- 22.2 Payment of premiums for the insurance benefits provided by this Article shall, to the extent permitted by the insurance plans, be the sole and complete responsibility of the individual employee when such employee is on an approved, unpaid leave of absence. However, the employee shall be covered for a period of 30 days from the date the unpaid leave begins.
- 22.3 Employees on unpaid leaves of absence approved by the County Superintendent of Schools shall have the option to continue the insurance coverage for the duration of the leave with minimum payments to be paid by the employee to the Tulare County Office of Education on designated dates defined by the Tulare County Office of Education.
- 22.4 Employees may participate in the tax sheltered annuity of their choice, with the Tulare County Office of Education providing payroll deduction for this purpose.
- 22.5 Should an employee's employment terminate following the last day of the school year and before the commencement of the ensuing school year, such employee shall be entitled to continued paid coverage under the health, dental, life and vision care plans until October 1 of the ensuing school year unless he/she is eligible for any other group health insurance through subsequent employment or under a spouse's or domestic partner's group insurance. Benefits provided under 22.2 shall not be available to the terminating employee beyond the date of termination.
- 22.6 The parties agree to negotiate on any proposed change in benefits plan administrators.
- 22.7 The Tulare County Office of Education agrees to contribute up to the sum of ~~\$2,166.78~~ **\$2,176.38** per month for ten (10) months for the 2020-2021 school year for the provision of a health insurance package including health, dental, vision, and prescriptions to any eligible retiree who was hired prior to July 1, 2006, and his/her spouse upon the employee's retirement at age fifty-five (55) with fifteen (15) years of service as a certificated employee in the Tulare County Office of Education or with twenty (20) years of service as a certificated employee in the public school system in California. The benefits shall continue to be paid by the Office until the retiree reaches the age of eligibility for Medicare or until the death of the retiree, whichever comes first. An employee may retire at age sixty (60) with fifteen (15) years of service as a certificated employee in the Tulare County Office of Education or with twenty (20) years of service as a certificated employee in the public school system in California and the benefits shall continue to be paid by the Tulare County Office of Education until the retiree reaches the age of seventy (70) or until the death of the retiree, whichever comes first. Employees who were hired after July 1, 2006, will be eligible for the retiree health insurance package if they retire at age sixty (60) with twenty (20) years of service as a certificated employee of the Tulare County Office of Education.
- For employees hired after July 1, 2008, years of service with this Office, for this provision, will include any fiscal year in which the Office paid any portion of the employee's health benefit costs. The benefits shall continue to be paid by the Tulare County Office of Education until the retiree reaches the age of eligibility for Medicare or until the death of the retiree, whichever comes first. Retirees and surviving spouses or domestic partners may continue in the plan, at their own

expense. To be eligible for retirement benefits, an employee must be participating in the health insurance plan at the time of retirement.

Retirees who are eligible for health insurance coverage shall be covered under the plan available to the current employees. Retirees and covered eligible dependents are required by our health plan to enroll in Medicare, Parts A and B when they reach the age of eligibility, as Medicare becomes the primary insurance for the retiree. Retirees and covered eligible dependents who fail to enroll in Medicare will be required to pay a surcharge billed by the Insurance Company to TCOE for failure to enroll in Medicare, Parts A and B.

- 22.8 A term life insurance policy in the amount of \$50,000 shall be provided to each employee within the unit. This benefit is not available to retirees mentioned in 22.7.
- 22.9 Tulare County Office of Education shall make available to employees an employee-paid disability plan.
- 2.10 Changes to employee health benefits become effective on October 1<sup>st</sup> of each school year.

This Agreement shall become effective July 1, 2020. The Office and Association reserve the right to meet and negotiate at any time during the school year on contract issues that may arise during the term of this contract.

For the Association:

Shannon Aker Cox  
Miller  
[Signature]  
Amy Schaepe

Date: \_\_\_\_\_

For the Office:

[Signature]  
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Date: 7/20/2020

Ratification date: \_\_\_\_\_