

ARTICLE XV
WAGES, HEALTH and WELFARE BENEFITS (COMPENSATION)

(Revised 2020-2021)

1. **Salary Schedule Adjustment:**
 - 1.1. The parties will consider the District's fiscal resources and obligations in determining total compensation, which includes salary as well as health and welfare benefits.
 - 1.2. Both the District and the Association have a mutual interest in maintaining the teachers' salary schedule and health/welfare benefits at or above the median level (Los Angeles County surveys or other mutually agreed upon comparison methods) while at the same time protecting the District's ability to maintain a budget with a five percent (5%) ending balance.
 - 1.3. Effective July 1, 2020, the certificated salary schedules for 2020-2021 school year shall be increased by one and one quarter percent (1.25%).

2. **Salary Schedule:** The District agrees to compensate unit members according to the salary schedule attached as Appendix E.
3. **Step and Class:**
 - 3.1. Earned step movement is granted if a teacher completed at least 75% of the previous year.
 - 3.2. Class movement will be granted the first pay period after receipt of official transcripts confirming completion of units or degrees necessary for movement and Board approval.
4. **Career Increment:** The District agrees to grant a career increment of \$1000.00 to those unit members who qualify in accordance with the provisions of the District. Career increments will be granted the first pay after receipt of official transcripts confirming completion of units or degrees necessary and Board approval. (See Appendix D)
5. **Extra-Duty Assignments:** Extra-duty assignments include all work performed outside the school day for which members of the bargaining unit receive pay. The District agrees to compensate unit members for extra duty assignments according to the schedule attached as Appendix E-2. The extra-duty assignment schedule will be increased the same percentage as the regular schedule. The extra-duty assignment schedule increase shall become effective at the same time as the salary increases. If there arises a program need/change (i.e. Title IX compliance requirement) not during the bargaining period, the TCUSD and TCEA stipend committee shall convene and determine the necessary changes to be made to the extra-duty assignments schedule Appendix E-2. The TCUSD and TCEA Stipend Committee shall be composed of the TCEA President, TCEA Vice President, Associate Superintendent, and Chief Business Officer or their designee. Each stipend will follow the following formula:

Percentage of Column 2, Step 2, of the current Teacher Annual Salary Schedule:

Class 1: 2.25%

Class 2: 4.25%

Class 3: 6.5%

Class 4: 8.5%

6. **Health and Welfare Benefits**: The District agrees to provide each eligible unit member the opportunity to select his/her health and welfare benefits from among the options listed on the Certificated Employees Benefit Selection Sheet (see Appendix F).
 - 6.1. Effective July 1, 2014, the District's contribution to the TCEA benefits fund shall be \$9250 per FTE.
 - 6.2. No employee shall account for more than 1.0 FTE.
 - 6.3. The District's contribution for part-time unit members shall be pro-rated in proportion to the unit member's percentage of FTE.
 - 6.4. Each full-time unit member shall be required to select a package of benefits from those listed on Appendix F, which includes a medical plan, a dental plan, a vision plan, and a life insurance plan.
 - 6.5. TCEA shall determine the amount of the deduction to be allocated to the TCEA members based upon whether the individual is single, two-party, family, or married to another unit member.
 - 6.6. Costs of premiums beyond the maximum contribution shall be deducted from the employee's paycheck as a condition of receipt of the benefits.
 - 6.7. All monies contributed to the benefits fund are to stay in the fund to offset future increases and reduce "out of pocket" expenses for TCEA unit members. No rebates are to be disbursed from the TCEA benefits pool.
 - 6.8. The TCEA Benefits Committee shall determine the fringe benefit options available to bargaining unit members and select the providers of those plan options.
7. The District agrees to provide the same coverage for an employee with a registered domestic partner (or domestic partner with children) as it pays toward the cost of coverage for an employee with a spouse (or spouses with children) as long as the following conditions exist:
 - 7.1. Domestic partner participation will be governed by the rules and regulations of the insurance carrier.
 - 7.2. To be eligible for domestic partner coverage, the unit member and domestic partner must have registered their domestic partnership pursuant to California Family Code section 297 et seq. and must meet all the requirements of the domestic partner registration laws at the time coverage is requested.
 - 7.3. The unit member shall provide a copy of the Declaration of Domestic Partnership document, which has been duly filed with the Secretary of State, at the time coverage is requested.
 - 7.4. If the domestic partnership is terminated, the unit member shall provide the District with a copy of the Notice of Termination of Domestic Partnership within

- ten (10) days of filing the Notice with the Secretary of State.
- 7.5. Termination of the domestic partnership shall result in discontinuation of dependent coverage for the former domestic partner.
 - 7.6. Upon loss of coverage for a domestic partner for any reason, continuation coverage through COBRA shall be offered only to the extent the federal COBRA legislation provides for such coverage for domestic partners. (As of 10/27/04, there is no federal legislation covering domestic partnerships.)
 8. The District shall make an IRS 125 program available to TCEA unit members and assist the TCEA Benefits Committee with the administration of that program, plan selection sign-up procedures, payroll deduction procedures, and other related administrative and clerical functions.