



TEA Members~

TEA has bargained two tentative agreements that are going out to vote. There is also one MOU that has been signed. You should have received the joint communique from TUSD and TEA yesterday in your work email.

Each will be tallied and run as independent elections, They were signed on the same day so their elections will be held concurrently.

The following email has the Notice of Election, a summary that covers both agreements and copies of the agreements for the following:

- Tentative Agreement for Article 4 - Wages
- Tentative Agreement for Article 6 - Health and Welfare Benefits.

Voting will be held online beginning Monday, December 5, at 7:00 am, and end Wednesday, December 7, at 4:00 pm. Voting information will be sent to personal email addresses only.

An all-membership meeting will be held on Wednesday, November 30, 4:00-5:30 p.m. at the TEA office: [4940 Irvine Blvd.; Suite 205, Irvine, 92620](#). This is for any questions you have regarding any portion of both agreements.

All information will also be posted at each site.

The MOU that agrees to the provision on Induction has also been attached for you to view.

If you have changed your personal email, please notify our office 714.505.6365 to update your contact information.

To view in Google Docs:

[Notice of Election](#)

[Summary of Both Agreements](#)

[Tentative Agreement for Wages - Article 4](#)

[Tentative Agreement for Health and Welfare - Article 6](#)

[MOU for Induction](#)



◆ NOTICE OF ELECTION ◆

To all TEA bargaining unit members:

**Voting for a Tentative Agreement Ratifications for both
Wages & Health and Welfare will be held**

ONLINE

7 AM on Mon., Dec.5 – Wed., Dec. 7, 2022 at 4:00 PM

A TEA general meeting will be held at the TEA office on Wed., Nov. 30, 2022 at 4:00 P.M. to discuss the tentative agreement. TEA office: 4940 Irvine Blvd.; Suite 205; Irvine, 92620

Ballots will be sent to your personal email address on Monday, December 5th.

Need to update your personal email address? Send an email to officemanager.itt@gmail.com



TENTATIVE AGREEMENTS

The following is a summary of the tentative agreements reached between the District and the Association on November 7th, 2022. Both are under a two year contract that includes the current school year 2022-2023, and the following 2023-2024 school year.

The first is to cover Wages for the 2022-2023, and 2023-2024, school years.
The second is to cover Health and Welfare costs for the 2022-2023, and 2023-2024, school years.

The election process has begun and voting will take place December 5-8, 2022. You have received the Notice of Election and another copy will also be posted at your site. Voting will take place online and all information will be sent to you via your personal email.

TEA General Meeting ...

Wednesday, November 30, 2022

4:00-5:30 pm

at the TEA Office - 4940 Irvine, Blvd. Suite 205; Irvine, 92620

Wages - Article 4

General Information

- ➔ A 11% increase to the 2022/2023 salary schedule, retroactive to July 1, 2022.
- ➔ A 2% increase to the 2023/2024 salary schedule, effective July 1, 2023.
- ➔ For the 2023/2024 school year, if COLA is higher than the projected 5.38%, both parties agree to reopen and negotiate Article 4.

Distribution

- ➔ The 11% increase will begin with your January 31, 2023, paycheck.
- ➔ Retroactive compensation for the 11%, dating back to July 1 will be reflected on your February paycheck.

Health and Welfare - Article 6

General Information

- ➔ Welfare costs increased by 8% to all plans.
- ➔ All plan cost increases will be split between TUSD and employee contributions.
 - TUSD will pay 4% of all increases.
 - Employees will pay 4% of the increase to their current plan.
- ➔ Increases for the next two years will be addressed in the same cost sharing manner.
- ➔ TUSD will make a one-time contribution from the Health and Welfare reserve to address remaining plan renewal increases for the second year.

Employee Contributions

- ➔ Employee contributions will be monthly (for ten payroll deductions).
- ➔ Every plan, except one, is still lower than our plan costs from two years ago.
- ➔ Last year every plan, except one, had a reduction to costs. The increase is on the lower costs from last year reductions and results in all plans, except one, still being lower than costs for employees two years ago.

Select HMO	2022 Contribution	2023 Contribution <small>effective 1.1.23</small>
Employee Only	\$22.00	\$23.00
Employee + Spouse	\$148.00	\$154.00
Employee + Child(ren)	\$60.00	\$62.00
Employee + Family	\$177.00	\$184.00
Vivity HMO	2022 Contribution	2023 Contribution <small>effective 1.1.23</small>
Employee Only	\$21.00	\$22.00
Employee + Spouse	\$144.00	\$150.00
Employee + Child(ren)	\$58.00	\$60.00
Employee + Family	\$172.00	\$179.00
HMO Full	2022 Contribution	2023 Contribution <small>effective 1.1.23</small>
Employee Only	\$43.00	\$45.00
Employee + Spouse	\$396.00	\$412.00
Employee + Child(ren)	\$197.00	\$205.00
Employee + Family	\$453.00	\$471.00
HRA/PPO	2022 Contribution	2023 Contribution <small>effective 1.1.23</small>
Employee Only	\$930.00	\$967.00
Employee + Spouse	\$2,378.00	\$2,473.00
Employee + Child(ren)	\$2,007.00	\$2,087.00
Employee + Family	\$3,017.00	\$3,138.00



TENTATIVE AGREEMENT
between the
Tustin Unified School District
and the
Tustin Educators Association

Article 4 – Wages

4.1 Copies of the 2022-2023 and 2023-2024 certificated salary schedules are attached as Appendices A and B and reflect the following increases:

- An 11% increase to the 2022/23 salary schedule, retroactive to July 1, 2022;
- A 2% increase to the 2023/24 salary schedule effective July 1, 2023.

- For the 2023-2024 school year, COLA is currently projected at 5.38%. If the actual funded statutory COLA (including any augmentation) is higher than 5.38%, the parties agree Article 4 will be reopened.

TENTATIVE AGREEMENT
between the
Tustin Unified School District
and the
Tustin Educators Association

Article 6 – Health and Welfare Benefits

The total ongoing health and welfare cost changes for 2023 are a result of premiums by plans as follows:

- + 8% to HMOs overall cost
- + 8% to PPO overall cost

It is agreed between the Tustin Unified School District (TUSD) and the Tustin Educators Association (TEA):

- No Plan Design Changes to four existing networks.
- + 4% rate increase to employee contributions
- + 4% rate increase to be covered, one time, for the 2023 year from the Health & Welfare Reserve

2023 Employee Contributions Tenthly

Employee contributions (tenthly payroll deductions) on all plans shall be as follows:

Select HMO	2022 Contribution	2023 Contribution effective 1/1/2023
Employee Only	\$22.00	\$23.00
Employee + Spouse	\$148.00	\$154.00
Employee + Child(ren)	\$60.00	\$62.00
Employee + Family	\$177.00	\$184.00
Vivity HMO	2022 Contribution	2023 Contribution effective 1/1/2023
Employee Only	\$21.00	\$22.00
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HRA/PPO	2022 Contribution	2023 Contribution
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Employee + Child(ren)	\$2,007.00	\$2,087.00
Employee + Family	\$3,017.00	\$3,138.00

TUSD Health and Welfare Committed Reserve Fund

The District will deposit approximately \$1,358,541 in additional one-time money into the committed reserve fund for Health and Welfare for all benefit eligible TUSD employees, regardless of bargaining unit. These one-time funds are a result of a one-time balance from the 2022 plan year. This one-time money will be added to the existing reserve funds of \$1,875,855 totaling \$3,234,396 will be used as a future one-time contribution toward benefits for eligible TUSD employees, to be negotiated by the parties.

For plan year 2023, the Health and Welfare Reserve will contribute \$1,709,660.

For plan year 2024, any increase to Health & Welfare will be addressed:

- Half of the rate increase to employee contributions
- Half of the rate increase to be covered, one time, for the 2024 year from the Health & Welfare Reserve. If the Health & Welfare Reserve does not cover the full amount and the Tustin Unified School District (TUSD) and Tustin Educators Association (TEA) cannot reach an agreement, the remainder of the amount will be addressed by Article 6.1.2.2.

**Memorandum of Understanding
between the
Tustin Unified School District
and the
Tustin Educators Association**

The parties agree that the provision below shall be in effect in the 2022-23 school year.

Teacher Induction

Tustin Unified School District will provide a reimbursement to cover half of the cost for induction, not to exceed \$1,800 per year. This will be applied to TUSD induction candidates that were TUSD employees and enrolled in a program during the 2021-2022 school year and/or the 2022-2023 school year.

Eligible candidates will be required to complete and submit:

- Proof of enrollment and completion (to be specified by the district)

This MOU shall be in effect until June 30, 2023. Both Parties agree to revisit the MOU no later than July 2023.