

**Appendix E & ARTICLE XV**  
**Wages, Health and Welfare Benefits ( Compensation)**

1.3 Effective July 1, 2023, all certificated salary schedules for 2023-24 school year shall be increased by 2%. Starting in the 2024-25 school year, the district's contribution for health and welfare benefits will increase \$500 to a total of \$9,750. For 2023-24 school year only, all permanent, active employees as of April 30, 2024 will receive a one-time \$500 payment to supplement health care costs, regardless of whether or not the employee is enrolled in district benefits. This \$500 one-time payment will be pro-rated/adjusted based on the employees full-time equivalent (FTE).

Appendix E4 The salary schedule designated for special education salaries shall be re-titled

Appendix E4. \*This salary schedule shall apply only to those who manage a special education caseload.

**A tentative agreement for Article XV and Appendix E was settled by TCUSD and TCEA on 4/5/24 and agreed upon by the following parties:**



Assistant Superintendent of Human Resources  
Dr. Tamar Kataroyan

4/19/24

Date



[Elias Bourjeili \(Apr 19, 2024 16:59 PDT\)](#)

TCEA Lead Negotiator  
Elias Bourjeili

Apr 19, 2024

Date



[Connie Wu \(Apr 19, 2024 17:12 PDT\)](#)

Assistant Superintendent of Business Services  
Connie Wu

Apr 19, 2024

Date



[Shelley Scanlan \(Apr 19, 2024 13:53 PDT\)](#)

TCEA President  
Shelley Scanlan

Apr 19, 2024

Date