

**AMENDMENT NO. 6**  
**to**  
**THE CALIFORNIA TEACHERS ASSOCIATION**  
**EMPLOYEES' RETIREMENT BENEFITS PLAN**

**(As Amended and Restated Effective January 1, 2021)**

1. Section 1.34.4 is amended to read in its entirety as follows:

**1.34.4 Unused Sick Leave Credit.** Each Participating Employer shall treat any unused sick leave credited to a Member, as of the last day on which he or she completed an Hour of Service for any Participating Employer, as convertible to additional Years of Credited Benefit Service. However, unused sick leave, if any, shall be converted to Years of Credited Benefit Service only upon the Member's retirement. For a Member who is represented by the CAS, or is a confidential assistant or supervisory employee of the State Association, the portion of a Year (or the number of Years) of Credited Benefit Service to be credited pursuant to this Section shall be based on a fraction, the numerator of which is the number of days such unused sick leave and the denominator of which is 225, *i.e.*, exactly one Year of Credited Benefit Service shall be credited if the Member has exactly 225 days of such unused sick leave. For a Member who is represented by the CSO or is not represented by a Union (except confidential assistants and supervisory employees of the State Association), the portion of a Year (or the number of Years) of Credited Benefit Service to be credited pursuant to this Section shall be determined by multiplying the number of days of such unused sick leave by 0.004, *i.e.*, exactly one Year of Credited Benefit Service shall be credited if the Member has exactly 250 days of such unused sick leave.

2. Section 4.1.3 is amended to read in its entirety as follows:

**4.1.3 Unused Sick Leave Credit.** If any unused sick leave that was credited to a Member at the Member's termination of employment with a Participating Employer is treated as an addition to the Member's Years of Credited Benefit Service pursuant to Section 1.34.4, each such Participating Employer of that Member shall contribute a lump sum amount equal to the product of (a), (b) and (c), at the time the Member retires, as follows:

- (a) The additional portion of a Year (or the number of Years) of Credited Benefit Service credited to the Member pursuant to Section 1.34.4, but taking into account only such portion of a Year (or the number of Years) of Credited Benefit Service as provide(s) an incremental benefit under this Plan as of the Member's Retirement Date (as defined in Section 7.2); multiplied by
- (b) The Member's Average Monthly Compensation; multiplied by
- (c) A factor representing the Actuarially Equivalent value of the incremental benefit attributable to one additional Year of Credited Benefit Service and one dollar of Average Monthly Compensation.

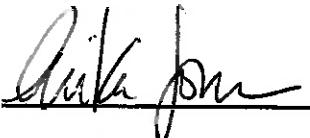
**AMENDMENT NO. 6**  
to  
**THE CALIFORNIA TEACHERS ASSOCIATION**  
**EMPLOYEES' RETIREMENT BENEFITS PLAN**

**(As Amended and Restated Effective January 1, 2021)**

**EXECUTION**

On June 5, 2024, the undersigned amended the January 1, 2021 restatement of the California Teachers Association Employees' Retirement Benefits Plan as set forth in this document, to be effective January 1, 2024. This Amendment No. 6 to the Plan may be executed in two or more counterparts, all of which shall be deemed originals, and all of which taken together shall constitute one instrument.

**CALIFORNIA TEACHERS ASSOCIATION**

By: 

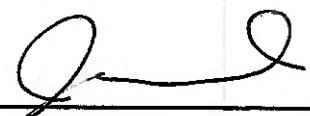
Date: 9/26/24

**CALIFORNIA STAFF ORGANIZATION**

By: 

Date: 9/26/24

**CALIFORNIA ASSOCIATE STAFF**

By: 

Date: 9/26/24