

AMENDMENT NO. 1
to
THE CALIFORNIA TEACHERS ASSOCIATION
EMPLOYEES' RETIREMENT BENEFITS PLAN

(As Amended and Restated Effective January 1, 2021)

EXECUTION

The undersigned hereby amend 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, 2021. This Amendment No. 1 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: Rosalie Hartman
Date: 6/21/22

CALIFORNIA STAFF ORGANIZATION

By: Dalyah
Date: 4/21/22

CALIFORNIA ASSOCIATE STAFF

By: J. O.
Date: 6/21/2022

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to
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EMPLOYEES' RETIREMENT BENEFITS PLAN**

(As Amended and Restated Effective January 1, 2021)

1. Section 1.17.2 is amended to read in its entirety as follows:

"Hourly Employees. The Monthly Compensation for an hourly Employee shall be the amount paid for the total number of hours worked during the Plan Year divided by the numbers of months worked. **If a Member's Employer is obligated to pay the Employee FICA payments pursuant to a collective bargaining agreement or employment policy, then the Member's Highest Monthly Compensation shall be calculated by adding to the Member's highest Monthly Compensation (without adjustment for Employer-paid Employee FICA payments) the lesser of:**

- (a) the Employee FICA tax on such Member's highest Monthly Compensation (without adjustment for Employer-paid Employee FICA payments), or
- (b) the Employee FICA tax (Social Security and Medicare) on 1/12th of the Social Security contribution and benefit base for the Plan Year (as determined under Section 230 of the Social Security Act of 1935, as amended and in effect as of the relevant date)."