

**AMENDMENT NO. 8 TO
THE CALIFORNIA TEACHERS ASSOCIATION
EMPLOYEES' RETIREMENT BENEFITS PLAN**

The undersigned hereby amend the following provision of the above-named Plan as set forth on the following pages:

Provision Added or Amended

Effective Date and Time

Section 6.5.5

January 1, 2007

EXECUTION

CALIFORNIA TEACHERS ASSOCIATION

CALIFORNIA STAFF ORGANIZATION

By: _____

By: _____

Dated: _____, 2008

Dated: _____, 2008

CALIFORNIA ASSOCIATE STAFF

By: _____

Dated: _____, 2008

**AMENDMENT NO. 8 TO
THE CALIFORNIA TEACHERS ASSOCIATION
EMPLOYEES' RETIREMENT BENEFITS PLAN**

1. Effective as of January 1, 2007 (but only with respect to persons who were receiving a Retirement Allowance immediately prior to that date), Section 6.5 is amended by adding the following new Section 6.5.5 at the end thereof:

6.5.5 2007 Purchasing Power Adjustment. Effective as of January 1, 2007, the monthly amount of the Retirement Allowance payable from the Plan to any person who was receiving a Retirement Allowance immediately prior to January 1, 2007 shall be increased by *multiplying* (i) the monthly amount of the Retirement Allowance paid in December 2006, *by* (ii) the 2007 Purchasing Power Adjustment Factor (as listed on Exhibit D attached hereto) that corresponds to the Retirement Date (as defined in Section 7.2) of the retired Member or the date of death of the Deceased Member (as defined in Section 8.3.1).

(a) For example, the monthly amount of the Retirement Allowance payable in January 2007 to an eligible retired Member whose monthly Retirement Allowance was \$1,000.00 in December 2006 and whose Retirement Date occurred in 1973 shall be \$1,207.70 (*i.e.*, \$1,000.00 *times* 1.2077 (or 120.77%)).

(b) Any Retirement Allowance increase payable under this Section 6.5.5 for monthly payment dates occurring in 2007 and 2008 (but prior to the adoption of this Section 6.5.5) shall be implemented by including a one-time retroactive make-whole payment (with compound interest at the rate of 6% per annum) in a regular monthly payment).

EXHIBIT D – 1999 PURCHASING POWER ADJUSTMENT FACTORS

TO

**THE CALIFORNIA TEACHERS ASSOCIATION
EMPLOYEES' RETIREMENT BENEFITS PLAN**

| <i>Year of Member's Retirement Date</i> | <i>2007 Purchasing Power Adjustment Factor (Section 6.5.5)</i> |
|---|--|
| 1962 | 120.77% |
| 1963 | 120.77% |
| 1964 | 120.77% |
| 1965 | 120.77% |
| 1966 | 120.77% |
| 1967 | 120.77% |
| 1968 | 120.77% |
| 1969 | 120.77% |
| 1970 | 120.77% |
| 1971 | 120.77% |
| 1972 | 120.77% |
| 1973 | 120.77% |
| 1974 | 120.77% |
| 1975 | 120.77% |
| 1976 | 120.77% |
| 1977 | 120.77% |
| 1978 | 120.77% |
| 1979 | 115.47% |
| 1980 | 104.90% |
| 1981 | 100.00% |
| 1982 | 100.00% |
| 1983 | 100.00% |
| 1984 | 100.00% |
| 1985 | 100.00% |
| 1986 | 100.00% |
| 1987 | 100.00% |
| 1988 | 100.00% |
| 1989 | 100.00% |
| 1990 | 100.00% |
| 1991 | 100.00% |
| 1992 | 100.00% |
| 1993 | 100.00% |
| 1994 | 100.00% |
| 1995 | 100.00% |
| 1996 | 100.00% |
| 1997 | 100.00% |
| 1998 | 100.00% |
| 1999 | 100.00% |
| 2000 | 100.00% |

| | |
|------|---------|
| 2001 | 100.00% |
| 2002 | 100.00% |
| 2003 | 100.00% |
| 2004 | 100.00% |
| 2005 | 100.00% |
| 2006 | 100.00% |