

# GGEA VOTER INFORMATION

## TENTATIVE AGREEMENT RATIFICATION ELECTION (2009-10)

The Association and the District have reached a tentative agreement on the terms of the 2009-10 Contract. The purpose of this election is to determine if GGEA members will ratify the tentative agreement. If a majority of GGEA members vote to ratify the tentative agreement, it will be presented to the School Board at a meeting in March. Upon approval of a majority of the Garden Grove Unified School District Trustees, the tentative agreement will become our new 2009-10 Contract.

### TERMS OF THE TENTATIVE AGREEMENT FOR 2009-10

All terms and conditions of the 2008-09 Agreement between Garden Grove Unified School District and Garden Grove Education Association/CTA/NEA effective 9/1/09 shall remain in full force and effect with the following changes:

#### ARTICLE 7 – EVALUATION PROCEDURES

- 7.3 Frequency - Permanent employees with more than 10 full years teaching in the district shall be evaluated at least every 5 years (*formerly* 4 years). Employees with 3 to 10 years in the district shall be evaluated at least biennially. Non-permanent employees (temporary and probationary) shall be evaluated annually. All evaluations shall be completed no later than May 1.

#### ARTICLE 11 – LEAVES

- 11.3 Personal Necessity Leave  
11.3a Employees shall be allowed not more than ten (10) days of accumulated sick leave annually for the purposes of personal necessity. Any of the ten (10) days may be used for reasons of compelling personal importance. (However, in no case shall this leave be used for vacation (*formerly* recreational) purposes.)

#### ARTICLE 12 – WAGES

- 12.8 Salary  
The District agrees to maintain the 2007-2008 salary schedules for the 2009-2010 school year, including Pre-School and Adult Education teachers teaching twenty-five (25) hours or more.

## ARTICLE 13 – HEALTH AND WELFARE BENEFITS

### SCHEDULE OF BENEFITS - All Medical Plans

Pre-deductible Allowance (*new*) – Pertains to all three plans

(Takes the place of Section 6e: Routine Preventative Procedures)

\$600.00 per individual per year

Medical Plan Deductible (*new*) – Pertains to all three plans

One person - \$300

Two people - \$600

Three or more people - \$900 (maximum)

Plan Co-Pays for Drugs – Pertains to PPO and EPO

Tier I Most generic and selected over-the-counter - \$5 (*formerly* \$3)

Tier II Brand name without generic equivalent and selected generic - \$10  
(*formerly* \$8)

Tier III Selected medications within each therapeutic class - \$35 (*formerly* \$20)

Emergency Room Co-pay (HMO/EPO/PPO) (*new*) - \$100 – (*formerly* \$50 for HMO and EPO)

13.1e Mail Order Prescriptions

One copay is required for each month's prescription drugs (*formerly* pay two months for three months supply)

13.2 Orthodontia

a. Plan Maximum

Payment up to: \$700 per calendar year

Payment up to: \$2800 lifetime

13.3 Vision Plan

B. Deductibles

1. Examination/Lens/Frames \$25 (*formerly* \$10)

C. Special Provisions

3. Copay of one half of the cost of glasses or contacts, if obtaining both in the same twelve (12) months (*new*)

13.5 Limitation of Benefits

13.5b Effective with the September 2010 payroll, in order to receive the medical, dental, and vision benefits package described in Sections 13.1a, 13.2, and 13.3, all eligible employees enrolled in the group health program shall make a tenthly payroll deduction contribution based upon the following schedule:

Employee - \$50 (*formerly* \$30)

Employee with one dependent – \$100 (*formerly* \$70)

Employee with two/more dependents - \$150 (*formerly* \$95)

13.5c Coverage for Retirees until age 65

Retiree – \$450 annually (*formerly* \$240 annually)

Retiree and spouse – \$900 annually (*formerly* \$560 annually)