



NEGOTIATIONS UPDATE



February 9, 2010

2009-2010 Negotiations- Tentative Agreement Reached

We have reached a tentative agreement with the District for the 2009-2010 school year. The details are as follows:

- Salary is maintained for the 2009-2010 school year.
- Personal Necessity Leave has been changed from "In no case shall this leave be used for recreational purposes." to "In no case shall this leave be used for vacation purposes."
- The Evaluation timeline has been increased to a minimum of once every five years, up from four years. Ed Code still dictates that this is only for employees with at least 10 years of experience in the District.
- A side letter that requires the District to collect data on elementary grade level assignments for 2008-2012 and review this data with the Association. This data will be used to investigate the Association's concern of grade level changes that are done in a punitive or haphazard manner.

Health Benefits

No changes have been made to the levels of coverage or options of health benefits offered (HMO/EPO/PPO). *Changes have been made to the costs of health benefits.*

- The monthly contribution is increased to \$50/\$100/\$150.
- The retiree monthly contribution is increased to \$45/\$90/\$135.
- A medical deductible of \$300 per person (max 3 people) will be implemented with a Pre Deductible Allowance (PDA) of \$600 per person. The PDA ensures that employees will not have to pay the deductible until medical costs for an individual have exceeded \$600. Essentially, the District will pay the first \$600,

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the employee will pay the next \$300, then the District will pay the remaining medical costs as per the existing plan.

- Prescription co-pay is increased to \$5/\$10/\$35
- The discount for mail-order drugs is eliminated. Previously, employees could purchase 3 months of drugs for 2 months of cost.
- The vision co-pay is increased to \$25.
- Employees will pay one-half the cost of the second set of either contacts or eye glasses. This will only occur if both glasses and contacts are obtained during the same 12 months.
- The emergency room co-pay is increased to \$100 for all three plans (HMO/EPO/PPO).
- The \$700 per calendar year plan maximum for orthodontia has been removed (the \$2800 lifetime maximum remains).
- The \$25 office visit co-pay will not be changed.

All of these changes will be implemented at the beginning of the 2010-2011 school year.

To offer further information on these changes and the rationale behind them, the Association will be presenting informational meetings before a ratification vote is put to the membership. The meetings will be held Tuesday, February 16th and Thursday, February 18th at Mitchell Elementary from 3:30-5:00. These meetings will also have a question and answer segment to address any other concerns not covered. If you have any questions, please feel free to email President Chris Francis at cfrancis@ggea.org or call the office to speak with him at (714) 638-7480.

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