

**Tentative Agreement between the Service Employees International Union, Local 221
and
The Grossmont Union High School District
October 12, 2015**

Salary:

The Salary Schedule shall be improved by five (5) percent retroactive from July 1, 2015.

Article 10: Fringe Benefits, Section 1. Benefit Structure (See Exhibit A – B1, Exhibit B - Benefit Comparisons for SISC (Anthem Blue Cross/Kaiser), Exhibit C – List of Medical Groups, Exhibit D – SISC Letter.

Replacing: Article 10 – Fringe Benefits, Section 1, Page 37, Lines 15-23, except last sentence.

FRINGE BENEFITS – Effective with the 2016 health benefits year, health benefits plans will be available through the Self-Insured Schools of California (“SISC”). The plans available through SISC will be Kaiser and three Anthem/Blue Cross plans (i.e., the Select Network HMO, the Select Plus Network HMO, and the Full Network HMO).

For Employees Only the district contribution to Fringe Benefits Plans under Self Insured Schools of California (SISC):

- 1) The district shall pay 100% of the employee only premiums for
 - a. Kaiser
 - b. Anthem/Blue Cross Select Network HMO
 - c. Anthem/Blue Cross Select Plus Network HMO
- 2) For the Anthem Full Network HMO plan the district shall pay the cost of the Anthem/Blue Cross Select Network and the employee shall pay the difference in the cost.

For Employees with Dependents

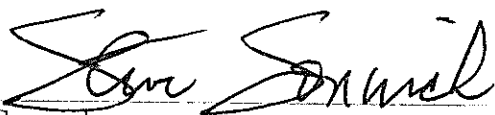
- 1) For employees selecting coverage with Dependents the district will pay 80% of the cost of Anthem/Blue Cross Select and Kaiser plans.
- 2) For employees selecting coverage with Dependents in Anthem/Blue Cross Select Plus and Full Network will pay the difference between the cost of that plan and the Select Network Plan.

Replacing: Article 10 – Fringe Benefits, Section 1, Page 37, Lines 8 - 14.

Life Insurance/AD&D (\$50,000 term)
Dental Insurance including coverage for dental implants (including dependents)
Medical/Vision Insurance (employees)
Chiropractic
Long Term Disability Insurance
Employee Assistance Plan (including dependents)
Long-Term Care

Article 7: Leaves of Absence, Section 12. Pregnancy and Child Care Leave

New Language: Maternity Leave: After giving birth, the unit member's leave shall be paid at the daily rate for up to six calendar weeks from the date of birth, and shall not be deducted from the member's sick leave.



Steve Sonnich
Associate Administrator, Human Resources
Grossmont Union High School District

10/12/15

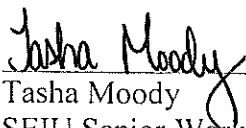
Date



Paul Moore
SEIU President, Local 221

10/12/15

Date



Tasha Moody
SEIU Senior Worksite Organizer

10/12/2015

Date