


**Memorandum of Understanding to Close '12-'13 Negotiations
GTA Presented to GUSD
March 7, 2014**


Re-openers in the 12/13 school-year.

Notwithstanding the District's (GUSD's) position that there is an obligation to collectively bargain on terms of a new agreement to be effective in the 2013-2014 school year, the Association (GTA) and GUSD agree to close the 2012-2013 negotiations based on agreement that:

1. The terms of the parties' 2010-2013 CBA shall apply to the 2013-2014 school year with the exception that a 3% salary increase applicable to salary schedules reflected in Appendices A, B, D, E, F, G, H, I, J, K, M and N shall be implemented for all GTA unit members retroactive to July 1, 2013, for the 2013-2014 school year.
2. The parties shall immediately begin negotiations on a successor agreement to be effective with the 2014-2015 school year.
3. There shall be no changes to Article 14 Health and Welfare, Section 1 (a-d) in the Collective Bargaining Agreement ("CBA") for the 2013-2014 and 2014-2015 school years. Effective with the 2015-2016 school year, plans will not be continued or offered that exceed the Affordable Care Act levels resulting in a luxury tax being imposed (Cadillac Tax), once the luxury tax is implemented. It is understood by both parties that Article 14 remains subject to bargaining and potential plan design changes.
4. Article 15 – Early Retirement, Section 1 (b) Benefits will be amended as follows: "Effective for employees retiring on or after July 1, 2014, all medical plan benefits provided to current active employees will be available to qualified retirees. When the qualified employee retires, the District will contribute \$14,000 annually toward the employee's choice of medical benefits and the contribution shall increase yearly by the same percentage of increase given to active employees. The early retiree may elect to purchase whatever level of medical coverage they wish on behalf of the retiree and his or her dependents, subject to the retiree contribution for any excess amounts beyond the District's contribution established above. Retirees may not cash out any unused District contribution. The dental insurance and the vision plan coverage (VSP) is paid by the District on behalf of the retiree only. The carriers, plans and specific benefits covered thereby shall be the same as that provided to active District employees under the then-current District plan."
5. We agree to the adoption of the 2014-2015, 2015-2016, and 2016-2017 calendars.

The signatures below reflect a tentative agreement subject to initial approval by the GTA Board of Directors and the Board of Education, respectively, with final ratification by GTA membership.


Marcelyn Bible 3-7-14
GTA Bargaining Chair Date


Howard Friedman 3/7/14
Chief Negotiator GUSD Date