

SIDE LETTER OF AGREEMENT

Between

Glendale Unified School District

And

Glendale Teachers Association

This Side Letter of Agreement is entered into between the Glendale Unified School District ("the District") and the Glendale Teachers Association ("the Association"). This side letter addresses specific concerns, shared by the parties, related to health benefits and increasing health benefit costs:

1. Purpose: The purpose of this side letter is for the District and the Association to collaboratively address the long-term costs of healthcare while ensuring that employees continue to receive affordable and competitive health benefits.
2. Background: Last year, the District's Employee Benefits Committee went out to bid for health benefits and was not successful in changing health benefit providers despite evidence that a change in providers would bring savings. Further education, training, and development of the District Employee Benefits Committee would serve to improve outcomes for the District's employees and the long-term stability of district healthcare benefits. The District's Employee Benefits Committee needs a strategic plan.
3. Prior to August 19, 2024, the District shall hire a neutral consultant from the Volition Group, the successor to the California Education Coalition for Healthcare Reform (CECHR) with plans to implement no later than October 1, 2024. The consultant's duties shall include:
 - a. Training the District's Employee Benefits Committee and stakeholders;
 - b. Assisting the District's Employee Benefits Committee in determining a strategic timeline for going out to bid for health benefits providers.
4. The definition of stakeholders in section 3a shall include:
 - a. All members of the 2024 - 2025 Employee Benefits Committee;
 - b. Members of the bargaining team of each exclusive representative as selected by the exclusive representative;
 - c. Each exclusive representative's president or their designee.
5. This Side Letter shall only be effective if the requirements outlined in section 3 comply with Public Contract Code section 20111 and GUSD Board Policy 3300.
6. After the completion of the health benefits training outlined in section 3, either party may request a bargaining session to address health benefits.

Sarah Morrison 5/14/24
Sarah Morrison, GTA

Kyle Bruich 5/14/24
Kyle Bruich, GUSD