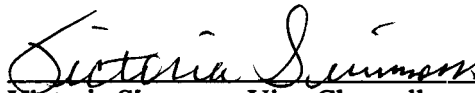


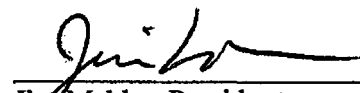
**SIDE LETTER BETWEEN THE  
GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT  
AND  
AFT GUILD, LOCAL 1931**

**2013 BENEFIT PLAN OFFERINGS**

Based upon the recommendation of the Grossmont-Cuyamaca Community College District (GCCCD) Benefits Committee (Committee) and the AFT representatives serving on the Committee, the parties agree that references to Direct Health in Article IX, Section 9.2, and in Appendix G relating to Benefits shall be replaced with VEBA, Performance Plan A, SD1. for the 2013 calendar year, with no changes to the scope of coverage of said benefits. References in Appendix G to copays, deductibles and chiropractic visits shall be subsumed under VEBA, Performance Plan A, SD1.

The parties also agree that the terms and conditions of this Side Letter are subject to the GCCCD Governing Board's acceptance of the Chancellor's recommendation to select VEBA as a new benefit plan vendor for the 2013 calendar year.

  
Victoria Simmons, Vice-Chancellor  
of Human Resources

  
Jim Mahler, President  
AFT Guild, Local 1931

Date: August 31, 2012

Date: 8/29/12

Reviewed in closed session on \_\_\_\_\_; the Governing Board found \_\_\_\_\_.

