

**CSEA Chapter #565
2018-2019**

ARTICLE 4 - PAY AND ALLOWANCE

Increase classified salary schedule:
5%

Retro 07-01

ARTICLE 5 - HEALTH AND WELFARE BENEFITS

- 5.1 **Benefits:**
Employee Only - District to pay full entitlement
Employee + 1 - To be discussed
Employee + family - To be discussed
SIMSA - Insurance
- 5.2 **Eligibility:** Same language
- 5.3 **Insurance Cap:** Increase the cap to reflect 5.1
- 5.4 **Excess Premium Account:** Same language
- 5.5 **Retiree Provision:** Same language

Add to 6.1 Scheduled Holidays

Cesar Chavez, holiday to be granted to all employees of Imperial Unified School District.

Cesar Chavez Day is a US Federal commemorative holiday, proclaimed by President Barack Obama in 2014. The holiday celebrates the birth and legacy of the civil rights and labor movement activist Cesar Chavez on March 31 of every year.

The district shall observe Cesar Chavez on March 31st of each year. If March 31st falls on a weekend day, the holiday shall be observed on a Monday.

Add to 5.6 Health and Welfare Benefits

Retirement Notification Incentive Bonus shall be \$5000

The District will pay a bonus of \$5,000 to unit members who provide early notification of retirement as provided herein. To be eligible for the retirement notification incentive, a unit member must be 50 years of age with fifteen years of service with Imperial Unified School District and must give written notice to the Human Resources Department.

Employee shall elect one of the two dates to be eligible for the Retirement Notification Incentive Bonus of \$5000.

- A. September 15 that he/she will retire effective on December 31st of that year. Retirement incentives are to be paid in June following retirement.
- B. February 15 that he/she will retire effective on June 30th of that year. Retirement incentives are to be paid in January following retirement.