

2019 OCT -1 PM 3: 25

**CSEA Chapter #565  
Initial Proposal  
2019-2020**

**ARTICLE 4 - PAY AND ALLOWANCE**

**Increase Classified Salary Schedule:**  
To be discussed

Retro 07-01

**Early Retirement Notification Incentive:**  
To be discussed

**ARTICLE 5 - HEALTH AND WELFARE BENEFITS**

- 5.1 **Benefits:** To be discussed
- 5.2 **Eligibility:** To be discussed
- 5.3 **Insurance Cap:** Increase the cap to reflect 5.1
- 5.4 **Excess Premium Account:** To be discussed
- 5.5 **Retiree Provision:** To be discussed

**PLEASE POST**

INITIAL PROPOSAL  
FROM THE  
CALIFORNIA SCHOOL EMPLOYEES  
ASSOCIATION AND ITS IMPERIAL  
CHAPTER #565  
TO THE  
IMPERIAL UNIFIED SCHOOL DISTRICT

October 1, 2019