

Proposal #1
Between the Imperial Unified School District
and the
California School Employees Association and its Imperial Chapter #565
Regarding Limited Re-openers for the 2018-19 School Year

March 25, 2019

ARTICLE 4 – PAY AND ALLOWANCES

- Effective July 1, 2018 the District shall apply a 3.5% increase across the board for all bargaining unit members currently employed at the time of ratification of this agreement.
- Effective July 1, 2019, the District shall apply a 0.36% increase across the board for all bargaining until members for the 2018-19 school year.

ARTICLE 5 - HEALTH & WELFARE BENEFITS

- 5.1 "Single" Coverage Effective October 2018, the District shall offer to each eligible unit member employed for eight hours per day and twelve months per year a health plan through a self-insurance program determined by the District. The maximum contribution paid by the District for single coverage shall not exceed \$8799.60 per eligible participating full time unit member. The amount of any premium or increase in premium in excess of \$8799.60 per year per full time unit member shall be paid by the unit member by payroll deduction in ten equal monthly installments. There shall be no requirement for the District to procure the prior consent of any unit member before deducting the balance of any premium in excess of \$8799.60 from any compensation due the unit member.
- 5.2 Prorated Benefits: The District shall offer to each eligible unit member employed for less than eight hours per day and twelve months per year a single health plan prorated in proportion to that percentage of an eight hour day which the unit member works, and also prorated in accordance with the number of months per year the unit member works. Effective October 2018, the amount of \$8,799.60 for "Employee only," with an additional \$3,077.10 for "Employee Plus One" or an additional \$5,605.10 for "Employee Plus Family" Coverage per year as the base is to be used exclusively for employees working less than eight hours per day, 12 months per year and shall be prorated accordingly. The amount of any premium or increase in premium in excess of the prorated amount per year per unit member shall be paid by the unit member by payroll deduction in ten equal monthly installments. There shall be no requirement for the District to procure the prior consent of any unit member before deducting the balance of any premium in excess of the prorated amount from any compensation due the unit member.

- 5.4 "Employee Plus One" Coverage: An eligible active employee of the bargaining unit may elect to participate in "employee plus one" insurance coverage. Effective October, 2018, the District will contribute \$11,876.70 per year for "employee plus one" insurance coverage for 8 hour, 12 month employees, to be pro-rated for employees-working less than full time. The amount of any dependent premium or increase in dependent premium in excess of the \$11,876.70 per year per full time unit member, or pro-rated amount for employees working less than full time, shall be paid by the unit member by payroll deduction in ten equal monthly installments. There shall be no requirement for the District to procure the prior consent of any unit member before deducting the balance of any premium in excess of the additional dependent amount from any compensation due the unit member. This additional amount for "employee plus one" coverage cannot be used for dependent vision coverage and upon an eligible employee's retirement, reverts back to "single only" coverage.
- 5.5 "Family" Coverage: An eligible active employee of the bargaining unit may elect to participate in "family" insurance coverage. Effective October 2018, the District will contribute \$14,404.70 per year for "family" insurance coverage for 8 hour, 12 month employees, to be pro-rated for employees working less than full time. The amount of any family premium or increase in family premium in excess of the \$14,404.70 per year per full time unit member, or pro-rated amount for employees working less than full time, shall be paid by the unit member by payroll deduction in ten equal monthly installments. There shall be no requirement for the District to procure the prior consent of any unit member before deducting the balance of any premium in excess of the additional dependent amount from any compensation due the unit member. This additional amount for "family" coverage cannot be used for dependent vision coverage and upon an eligible employee's retirement, reverts back to "single only" coverage.

EFFECTIVE JULY 1, 2019

1. The following positions that are designated Same as Principal(SAP) with their current work calendar will be changed to 11 month calendars: I H S Registrar clerk, FW Attendance clerk, FW clerk, FW Secretary II, TLW Secretary III, BH Secretary III, and Cross Secretary III.