

**TENTATIVE AGREEMENT**  
**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**  
**This concludes all negotiations for 2018-19**

March 25, 2019

**ARTICLE 4 – PAY AND ALLOWANCES**

- Effective July 1, 2018 the District shall apply a 3.7% increase across the board for all bargaining unit members currently employed at the time of ratification of this agreement or those members who retired during the 2018-19 school year. Retirees to be prorated based on date of retirement.
- Effective July 1, 2019, the District shall apply a 0.36% increase across the board for all bargaining unit members for the 2019-20 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**

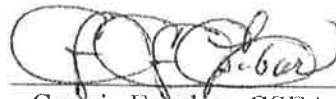
1. The following positions that are designated Same as Principal(SAP) with their current work calendar will be changed to 11 month calendars: I H S Registrar clerk, FW Attendance clerk, FW clerk, FW Secretary II, TLW Secretary III, BH Secretary III, and Cross Secretary III.



Bryan Thomason, Superintendent

3/25/19

Date



Connie Escobar, CSEA Chief Negotiator

3/25/2019

Date

# CONTRACT RATIFICATION MEETING

## California School Employees Association

### CSEA Chapter #565

March 25, 2019

Mr. Bryan Thomason, our superintendent has granted **release time** for all classified employees to attend. Please don't be late as we need to clear the cafeteria as soon as possible. Thank you.

<b>VOTING DATE:</b>	April 5, 2019 Friday
<b>TIME:</b>	Discussion: 9:15 - 9:30 a.m. Voting: 9:30 - 9:45 a.m.
<b>PLACE:</b>	High School Cafeteria

California School Employees Association and the Imperial Unified School District reached a tentative agreement on March 25, 2019 for 2018 - 2019, with contract re-openers. The changes or modifications have been included with this flyer for your review.

It is your responsibility as a union member to come to the meeting and let your voice be heard. Please remember that all classified employees are welcome to attend and ask questions. However, only members are eligible to vote. Service fee payors will be allowed to vote upon signing a membership application form.

Your negotiating team recommends a **YES** vote. Negotiating team members will be present at the ratification meeting to answer any questions. Members of your negotiation team are as follow:

Juan Flores, Labor Representative

Connie Escobar, Chief Negotiator  
Monica Esquivel, Team Negotiator  
Joanna Favela, Team Negotiator  
Yolanda Macias, Team Negotiator