AFL-CIO

California School Employees Association

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The nation's largest independent classified employee association

Member of the National Association of Classified School Employees (NACSE), representing independent public employees throughout the nation

March 9, 2010

**Board of Trustees,** Imperial Community College District
Dr. Ed Gould, Superintendent/President
380 East Aten Road
Imperial, CA 92251

Dear Board of Trustees and Dr. Gould:

The Imperial Valley College Chapter # 472 of the California School Employees Association wishes to hereby open negotiations for the Academic Year of 2009-2010. Our proposal is listed below.

## I. SALARY

1. Step 16 to be added to the classified pay schedule.
2. An on-schedule salary increase of 3%, retroactive to July 1, 2009.

## II. ARTICLE 10: INSURANCE:

1. District to pay 100% of all insurance premiums. Coverage to remain status quo.
2. Grant lifetime health benefits for persons hired through June 30, 2009.
3. Maintain current health benefits for all retirees

## III. GOLDEN HANDSHAKE

## IV. HOLIDAYS

1. Cesar Chavez Day (floating holiday)
2. Columbus Day (floating holiday)
3. Employee Birthday (floating holiday)

## V. OTHER

1. Appeal Process for Reclassification (Language Clarification)
2. IVC Payroll Docking Policy
3. Except as provided herein, all other provisions of the current agreement between the parties shall remain in full force and effect.

Sincerely,

John C. Abarca
CSEA Chapter 472 President
Imperial Valley College

cc: Dr. Ed Gould, Travis Gregory, John Lau