



California
School
Employees
Association

*The nation's largest
independent classified
employee association.*

January 10, 2012

Board of Trustees, Imperial Community College District
380 East Aten Road
Imperial, CA 92251

Dear Board of Trustees:

In response to the District's request to open contract for school year 2012-2013 here is our initial proposal.

I. ARTICLE 4: EMPLOYEE RIGHTS

Add Article 4.6 to cover district paid uniforms for maintenance staff.

II. ARTICLE 8

Salary increase equal to inflation rate.

III. ARTICLE 10: INSURANCE

Extension of benefits for eligible spouse and dependants.

IV. ARTICLE 13: HOLIDAYS

Increase holidays during winter break.

V. ARTICLE 20: PROFESSIONAL GROWTH

Revise article

VI. OTHER

Add Article 27 Early Retirement Incentives from district

Sincerely,

Frances Arce-Gomez
CSEA Chapter 472 President

cc: Dr. Victor Jaime
Travis Gregory
John Lau