

**Initial Proposal for Reopener 2022-2023**  
**California School Employees Association and its Charter Oak Chapter 309 (CSEA)**  
**to Charter Oak Unified School District (District)**

**ARTICLE 9**  
**HEALTH AND WELFARE BENEFITS**

- Modify contract language to reflect changes to carriers and contributions

**ARTICLE 15**  
**SALARY**

- Salary increase commensurate with the service given by the classified bargaining unit members to the District taking into account the increases planned for the state's minimum wage.