

**Memorandum of Understanding  
between the  
Irvine Unified School District  
and the  
Irvine Administrative Assistants to the Principal**

This Memorandum of Understanding ("MOU") is entered into by and between the **Irvine Administrative Assistants to the Principal** and the Irvine Unified School District ("District").

**RECITALS**

The parties desire to enter into this MOU in order to conclude the meet and confer process about compensation and related benefits for the 2016-17 school year.

Wherefore, the parties agree as set forth below.

**Article 4 – Compensation**

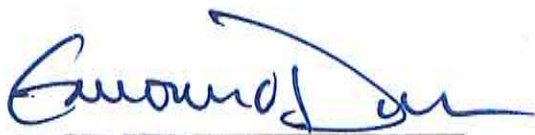
- 4.2 ~~Effective July 1, 2014-2015, the salary schedule shall be increased by 4.84% for the 2014-15-2015-16 school year. In addition, there shall be a one-time 1.52% off-schedule payment, based on the 2014-15-2015-16 salary schedule, to be paid in one (1) increment by February 10, 2015-2016.~~

**Effective July 1, 2016, the salary schedule shall be increased by 3.7%. In addition, there will be a one-time 1.2% off-schedule payment based on the new 2016-17 salary schedule, to be paid in one increment on the first available pay warrant.**

- 4.4.1 ~~Effective July 1, 2015~~ **July 1, 2016**, Administrative Assistants to the Principals shall be granted long-term merit **longevity** salary increases in the amount of \$40.59 **\$50.76** per month beginning after six (6) full years of service and satisfactory or better evaluations. Such increases shall continue and be cumulative to a maximum of \$405.90 **\$507.60** per month.

**This increase to longevity also includes the equivalent of a 0.5% increase to total compensation based on the 2015-16 salary schedule.**

**The increase to longevity pay for additional or overtime hours beyond the regular assignment for monthly employees will commence on December 1, 2016, pending board approval of the MOU.**

  
\_\_\_\_\_  
For the District

11/3/2016  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
For the Association

11/3/2016  
\_\_\_\_\_  
Date