

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION CHAPTER #281

and

MILPITAS UNIFIED SCHOOL DISTRICT

(collectively "parties")

Memorandum of Understanding  
Regarding the Human Relations Analyst III Classification  
January 10, 2016

The California School Employees Associations Chapter #281 (CSEA) and the Milpitas Unified School District (District) mutually agree to modify the existing recognition clause of the CSEA agreement to include the classification of Human Relations Specialist III effective upon Board approval. Specifically, the parties' agreement to the following:

1. The District and CSEA agree to modify the CSEA collective bargaining agreement, *Classified Salary Schedule, Range 50* (Appendix B) to include the classification of Human Relations Specialist III

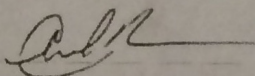
	Step 1	Step 2	Step 3	Step 4	Step 5
Monthly	5,145	5,361	5,586	5,826	6,071

2. Any employee currently working as a Human Relations Specialist III will also be placed on Range 50 in Appendix B, specifically:

- Virginia Coleman will be placed at Range 50, Step 2
- Nancy Modrall will be placed at Range 50, Step 5
- Lori Porter will be placed at Range 50, Step 5
- Myra Saldares will be placed at Range 50, Step 5

These four employees will retain their seniority and will continue to receive all compensation including longevity, life insurance and vacation days at their current rates, that is, in accordance with the Classified Management salary schedule no. 40-17 and life insurance benefits. This is considered a "grandfather clause" for these four current employees only and will not apply to future employees in this classification.

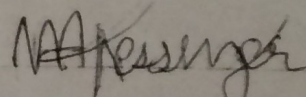
3. The parties agree that the entire CSEA collective bargaining agreement applies to Human Relations Specialist III.
4. The District agrees to begin taking dues deductions, in accordance with the terms of the CSEA collective bargaining agreement in the month following the ratification of the agreement.



For the District

12/16/16

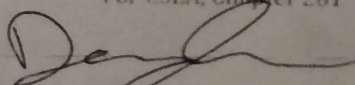
Date



For CSEA, Chapter 281

12/16/16

Date



CSEA Labor Relations Representative

12/19/16