



Milpitas Unified School District

Human Relations Department

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January 16, 2017

Machelle Kessinger
President
CSEA Chapter #281

Dear Machelle,

Pursuant to Government Code 3547 (a) Milpitas Unified School District (MUSD) is submitting its Initial 2016-2017 reopener for Salary and Benefits and two articles for public review at the District School Board meeting on January 24, 2017.

Pursuant to Article 31.1, the parties have agreed to reopen for compensation plus two articles of each party's choosing for each year the Collective Bargaining Agreement is in effect.

MUSD proposes the following:

ARTICLE 10 – SALARY AND BENEFITS

10.1 Changes to salary and benefits to be negotiated.

ARTICLE 13- LEAVES

13.1.4 Change the amount paid to an employee when they are out on extended sick leave.

13.4 Additions to reflect recent legislative changes.

ARTICLE 18 – TRANSFERS/PROMOTIONS

18.2.8 Clarification on the list utilized for interview panels.

18.3 Clarification of the language describing the transfer process.

18.4 Clarification of the language describing the promotion process.

MUSD retains the right to add or delete from these initial proposals in accordance with the express provisions of Government Code 3547 (d).

Sincerely,

Tabitha Kappeler-Hurley
Director of Human Relations

CC: Cheryl Jordan
Superintendent