

**Milpitas Unified School District  
Proposal to Milpitas Teachers Association  
For the 2016-2017 School Year  
January 20, 2017**

Time: 11:45 am

The provisions of the 2014-2017 negotiated Agreement shall remain in full force and effect subject to the following:

**ARTICLE 5 - COMPENSATION**

**5.1 Salary**

- A. Salary Schedule: The salary schedule shall be as set forth in Appendix A, which is attached to and incorporated into this Agreement.  
For the 2016-2017 school year, the salary schedule (Appendix A) shall be increased by two percent (2%) across the board, retroactive to July 1, 2016.
- B. In addition to the foregoing, unit members shall receive a one-time, off the schedule payment equal to one percent (1%) of their salary as reflected in their cell placement on the 2016-2017 salary schedule prior to application of section 5.1 (A) above.
- C. Sections 5.1 (A) and (B) above shall apply to unit members employed by the District as of the date of ratification of the 2016-2017 agreement by both the Association and District.

5.2 Extra Duty Pay: All stipends shall be increased by two percent (2.0%) effective July 1, 2016 except for section 5.2 (F) – Hourly Rate – the calculation for which shall be implemented effective January 1, 2017.

**5.3 Fringe Benefits**

(The actual date for Fringe Benefits changes will be determined by the carrier.)

**A.**

**Health Benefit:**

1. Effective January 1, ~~2017~~ 2014, the District shall pay the premium cost of each full time employee's health insurance (including dependents/domestic partner) up to a maximum of \$920.87 ~~\$820.87~~ per month and prorate for part-time employees. The District's obligation to pay the cost of medical benefits, as outlined in this section, shall continue for the remainder of the ~~2016-17~~ 2013-14 school year. The rate of \$920.87 ~~\$820.87~~ per month for ~~2016-17~~ 2013-14 shall remain the District's maximum contribution to each full-time employee's health insurance (including dependents/domestic partner), prorated for part-time employees, absent negotiations, for the term of this agreement.

THS  
1/20/17  
Diana M. Del Rio  
McAdel Rio  
1/20/17

Gregory J. Gami  
1/20/17