

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

Time: 11:45am

Adult Education Employees

The provisions of the 2014-2017 negotiated Agreement that apply to Adult Education Employees pursuant to the Memorandum of Understanding signed by the Association and the District shall remain in full force and effect subject to the following:

ARTICLE 5 - COMPENSATION

5.1 Salary

- A. Salary Schedules: The salary schedules shall be as set forth in Appendix K for adult education employees at the Ayer site and Appendix L for adult education employees at the County Correctional Facilities, which is attached to and incorporated into this Agreement.
For the 2016-2017 school year, the foregoing salary schedules (Appendices K and L) 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 appropriate 2016-2017 salary schedules 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.

5.3.C Fringe Benefits

Adult education employees will be provided vision consistent with 5.3.C. However, adult education employees will retain current health benefit and dental package. Adult education employees working full time (30 or more hours per week) are eligible to receive a health benefit package for themselves immediately upon employment, *and part-time employees are eligible to receive health benefits for themselves at the pro-rated district contributions cap of \$920.87 effective January 1, 2017. ~~\$820.87~~* Adult education employees are only eligible for Kaiser and Delta Dental combined contract, which the District specifically negotiated for adult education employees. Attached as Appendix M and incorporated by reference into this Agreement is the explanation of benefits.

[Dates and Signatures]

TAD
1/20/17
Diana M. Delant
1/20/17
J. M. Del Rio
1/20/17