

**Milpitas Unified School District
Proposal to California School Employees Association
For the 2016-2017 School Year
March 13, 2017**

Time: _____

The provisions of the 2015-2018 negotiated Agreement shall remain in full force and effect subject to the following:

ARTICLE 10 - COMPENSATION

10.1 Salary

- A. Salary Schedule: The salary schedule shall be as set forth in Appendix B, which is attached to and incorporated into this Agreement.
For the 2016-2017 school year, the salary schedule (Appendix B) 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 placement on the 2016-2017 salary schedule prior to application of section 10.1 (A) above and it will be paid in separate check prior to July 1, 2017.
- C. Sections 10.1 (A) and (B) above shall apply to unit members employed by the District as of July 1, 2016 and prorated for any employees separated from the District since that date.

10.10 Fringe Benefits

10.10.1 Health Plans:

- A. District shall determine the carriers, but shall provide comparable coverage. If the selected carrier ceases to provide comparable coverage, the District shall immediately contract for comparable coverage with an alternate carrier.
- B. The District's contribution to each full-time employee's health insurance (including dependents/domestic partners) shall be up to the maximum District approved Rate of \$820.87-\$920.87 per month, prorated for part-time employees, as defined in 10.10.6. The increase shall be effective as of January 1, 2014 January 1, 2017 and shall be compensated retroactively to each employee as applicable to his/her share for his/her insurance plan.
- C. ~~District's maximum contribution as specified in section 10.10.1 B above shall not increased during the term of this agreement.~~

10.10.6 Part-time Employees"

No Change

10.13 Longevity

3/13/17 Tentative Agreement.
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CSEA president -

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10.13.1 Recognition for years of service in the District (Longevity). The following salary increases, over and above any increases or benefits already scheduled, are to be given to all employees in the classification involved, effective July 1, 2016.

10.13.1.1	After completion <u>Upon anniversary</u> of seven (7) years	
	of service per month.....	\$40.00
10.13.1.2	After completion <u>Upon anniversary</u> of ten (10) years	
	of service per month.....	\$96.00
10.13.1.3	After completion <u>Upon anniversary</u> of thirteen (13) years	
	of service per month.....	\$168.00
10.13.1.4	After completion <u>Upon anniversary</u> of sixteen (16) years	
	of service per month.....	\$254.00
10.13.1.5	After completion <u>Upon anniversary</u> of nineteen (19) years	
	of service per month.....	\$363.00
10.13.1.6	After completion <u>Upon anniversary</u> of twenty-two (22) years	
	of service per month.....	\$495.00
10.13.1.7	After completion <u>Upon anniversary</u> of twenty-five (25) years	
	of service per month.....	\$654.00
10.13.1.8	After completion <u>Upon anniversary</u> of twenty-eight (28) years	
	of service per month.....	\$853.00

10.13.1.9 The indicated monthly amounts are cumulative.

Sami Ersis Celik
3-13-17

M. K. K. K.
See tentative agreement
president