



## Contra Costa County Office of Education

77 Santa Barbara Road, Pleasant Hill, CA 94523 • (925) 942-3388  
Lynn Mackey, Superintendent of Schools

September 20, 2022

Adam Clark, Ed.D., Superintendent  
Mt. Diablo Unified School District  
1936 Carlotta Drive  
Concord, CA 94519

Dear Superintendent Clark:

The Contra Costa County Office of Education has reviewed the District's Negotiated Salary Settlement Disclosure documents that provide the details for the tentative agreement with the District's California Schools Employees Association (CSEA) bargaining unit for fiscal years 2022-23 and 2023-24.

The AB 1200 disclosure documents provided by Mt. Diablo Unified School District indicate the district will be able to provide the funding for recruitment and retention bonuses for CSEA members who meet the eligibility requirements. CSEA employees who were employed by the district prior to June 30, 2021, and still employed by the district on or beyond September 25, 2022, will receive a \$1,000 retention bonus and will be eligible to receive an additional \$500 retention bonus if they are still employed on August 20, 2023. All new CSEA employees hired after June 30, 2021, are eligible to receive the total of \$1,500 hiring bonus which is paid \$500 per period based on three set dates. All CSEA employees hired after 01/01/2023 are eligible to receive a \$500 hiring bonus. This agreement shall take effect September 1, 2022 and will expire on August 31, 2023. Based on the analysis of the district's disclosure documents, this settlement will cost the district \$792,417 for fiscal years 2022-23 and 2023-24.

The district states these changes will be funded with the implementation of a 3-year average LCF calculation, increased Cost of Living Adjustment rate, and the COVID relief funds in addition to rightsizing the FTEs that was addressed in the prior year. If the district's projected ADA and Revenue Assumptions come in lower than expected, the district may need a plan to address any deficit. We encourage the district to be prudent in its spending and mindful that any further negotiated settlements could cause the district to look at implementing additional reductions. The CCCOE concurs with the district's certification that the district can afford this salary settlement with identified assumptions and sufficient budget/staffing reductions.

We want to thank the CBO and staff for the submission of a concise and complete disclosure packet for our review. If you have any questions, please feel free to contact me at 925-942-3418.

Sincerely,

Denise Porterfield, Deputy Superintendent  
Business and Administrative Services

DP:bf

cc: Lynn Mackey, Superintendent of Schools, Contra Costa County  
Dr. Lisa Gonzales, Chief Business Officer, MDUSD  
Jenny Goodspeed, Lead District Advisor, District Business Services, CCCOE

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