

SUMMARY OF TENTATIVE AGREEMENT

Between Teamsters Local #856, Maintenance and Operations Unit

and the Mt. Diablo Unified School District

to be acted upon by the Governing Board at its meeting on September 10, 2014.

GENERAL:

If this Public Disclosure is not applicable to all of the District's bargaining units, indicate the current status of the other units.

Certificated: MDEA – Settled, MDSPA – Settled.

Classified: CST – Settled, CSEA – Reopened.

The proposed agreement covers the following period: 7/1/2013 – 6/30/2016

COMPENSATION:

Percentage increase in proposed agreement: Retroactive to 7/1/2013, a 3% ongoing increase to the salary (based on all hours worked). Also retroactive for 2013-14, 2% (off-schedule) one-time payment based on all hours worked to all members actually employed as of the ratification date (Calculated on base salary after the 3% increase is added.)

Effective 7/1/2014, a 2% ongoing salary increase. Retroactive payment based on all hours worked.

Effective midpoint in the 2015-2016 school year, a 4% ongoing increase to the salary schedule.

Current year total cost increase for 2013/14 retro payments and on-going 2% increase:

M&O	Total All Funds
Salaries	797,431
Statutory	61,006
Health	115,916
Total	974,353

In the second year of the multi-year projections, the cost is increased by the amounts shown below:

M&O	Total All Funds
Salaries	299,241
Statutory	59,915
Health	274,361
Total	633,517

In 2016/17, the third year of the multi-year projections, the cost is the amounts shown below:

M&O	Total All Funds
Salaries	303,729
Statutory	60,814
Health	274,361
Total	638,904

OTHER PROVISIONS

Other Compensation: (off schedule stipends, bonuses, etc.)

Effective July 1, 2014, the divisor for proration will be reduced from 7 hours per day to 6 hours per day for employees hired after 4/2011, when proration began.

Effective July 1, 2014 and only following the employee's certification of alternative coverage, increase payment of cash-in-lieu of health benefits from \$60 to \$100 per month for each employee who opts out of District-paid health benefits.

Beginning July 1, 2015, the District will pay up to 80% of the 2015 Kaiser rate for each applicable tier; Single \$571.56, 2-Party \$1,143.12, and Family \$1,486.06 (the "Cap Rate") for employees who work at least 6 hours a day and 30 hours a week. Eligibility for the full Cap Rate shall also apply to those employees whose scheduled work hours total at least 30 hours per week even if they are scheduled to work less than 6 hours per day. The employee will pay 100% of any increase in the health benefit costs over the Cap Rate.

Non-Compensation: (Class Size Reduction, Teacher Prep Time, etc.) NONE

TOTAL COST OF COMPENSATION INCREASE: \$974,353 in 2014-15 across all funding sources as indicated above, \$633,517 in 2015-16 and \$638,904 in 2016-17.

WAS THIS COST INCLUDED IN THE LATEST PROJECTIONS PROVIDED TO THE COUNTY OFFICE? The salary increase costs were included in the adopted budget. The 2013/14 2% off-schedule payment and remaining items will be included in the first interim report.

SOURCE FUNDING:

The following source(s) of funding have been identified to fund the proposed agreement: All resources where currently FTE are charged will fund the increase. The categorical programs are reducing other expenditure budgets to offset their payments.

FISCAL IMPACT IN CURRENT YEAR: \$974,353 as described above.

FISCAL IMPACT IN FUTURE YEARS: \$1,272,421 as described above.

The following assumptions were used to determine that resources would be available to fund these obligations in future fiscal years:

Growing /Maintaining Enrollment Districts: N/A

Declining Enrollment Districts:

The current district revenue assumptions from budget adoption are continued. As we continue to receive updated information with regard to the Local Control Funding Formula, resources will be adjusted and both revenues and expenses moved accordingly.


CERTIFICATION

To be signed by the District Superintendent and Chief Business Official of the district prior to submission to the Governing Board and by the Board President upon formal Board action on the proposed agreement.

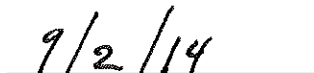
The certification is based on the most recent available information on state apportionments, property taxes and other sources of ongoing revenue as well as the most recent reasonable projections of ongoing expense.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement in accordance with the requirements of AB1200, AB2756 and Government Code 3547.5.

The Superintendent and Chief Business Official of the district certify that, based on the best of their knowledge as of the date of this certification, the district will be able to meet the costs incurred under the proposed agreement over the term of the agreement. Furthermore, all necessary adjustments to the current budget have been or will be made in order to provide the funding for the settlement that is outlined in this statement of disclosure.



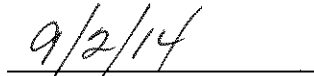
Nellie Meyer, Ed.D., Superintendent



Date



Nance Juner, Director of Fiscal Services



Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on September 10, 2014, took action to approve the proposed agreement.

President, Governing Board

Date