

**District Package Tentative Agreement Local One (CST) Articles 41—Salary & 42
Employee Benefits
May 28, 2014**

Article 41—Salary

For 2014/15 School Year

- 2% salary ongoing salary increase effective July 1, 2014.

For 2015/16 School Year

- 4% salary ongoing salary increase effective at the midpoint of the work year.
- No Salary Reopener in 2015/16 but reopener for benefits

For 2014/15 and 2015/16 School Years

- **“Me Too” Agreement**

For the 2014/15 and 2015/16 School Years, the parties agree that if the District and any other recognized classified exclusive representatives, or MEDA MDEA negotiates an increase in salary in excess of 2% in 2014/15 effective July 1, 2014, and 4% effective at the midpoint in the 2015/16 school year, then CST shall receive the same level of district contribution to base salary.

Article 42—Employee Benefits

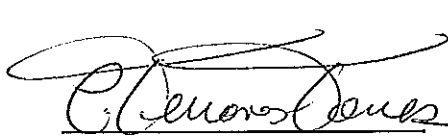
For 2014/15 School Year

- Decrease the divisor for employees receiving prorated benefits from 7 hours to 6 hours. (This change only impacts employees hired after April 1, 2011. Employees hired prior to April 1, 2011 will continue to receive fully paid benefits at the 2010 Kaiser Cap). Therefore, effective July 1, 2014, any employee who works 30 hours per week will receive the full extent of District-paid medical benefits up to the 2010 Kaiser cap. All other provisions of this article shall remain unchanged.
- Any employee who is otherwise provided basic group medical coverage may opt to have the District pay \$100 per month cash in-lieu of benefits. Such payment shall be in lieu of medical coverage paid by the District and shall be initiated only following the employee's certification, on a form prescribed by the District of alternative coverage.

For 2014/15 and 2015/16 School Years

• **"Me Too" Agreement**

For the 2014/15 and 2015/16 School Years, the parties agree that if the District and any other recognized classified exclusive representatives, or ~~MEDA~~ MDEA *cert. just* negotiates an increase in health benefits in excess of the current cap at the 2010 Kaiser rate for each tier of coverage, then CST shall receive the same level of district contribution to health benefits.



Carmen Terrones -Torres
Local #1, CST President
May 29, 2014



Cedric Porter
Business Agent
May 29, 2014



Julie Braun Martin
Mt. Diablo Unified School District
May 29, 2014

Janet Fitzpatrick
1ST V.P.

Jane Kwiatkowski
Treasurer

Patty Cochran
negotiation member

Vickie Ruskofsky
negotiation member

Dakota Woods
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