



## Contra Costa County Office of Education

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

August 16, 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 Mt. Diablo Education Association (MDEA) and the Mt. Diablo School Psychologists Association (MDSPA) bargaining units for fiscal years 2022-23, 2023-24, and 2024-25.

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 MDEA members who meet the eligibility requirements and are hired on or after March 1, 2022. A \$2,500 signing bonus will be paid on the employee's first paycheck and an additional \$2,500 will be paid on the employee's first paycheck of their second year of employment. MDEA members who possess a mild/moderate or moderate/severe credential will receive a \$5,000 bonus on their first paycheck and \$5,000 on the first paycheck of their second year of employment. This agreement with MDEA is in effect until December 31, 2025. A signing bonus will be provided to full-time MDSPA members who are hired on or after March 1, 2022, of \$2,500 on the employee's first paycheck and \$2,500 on the first paycheck of their second year of employment. This agreement with MDSPA is in effect until December 21, 2024. Based on the analysis of the district's disclosure documents, this settlement will cost the district \$1,829,776 for fiscal years 2022-23, 2023-24 and 2024-25.

The District states these changes will be funded with the implementation of a 3-year average LCFF calculation, increased Cost of Living Adjustment rate, and the COVID relief funds. If the district's projected ADA and Revenue Assumptions come in lower than expected, the district will need to a plan to address the deficit. We encourage the district to be prudent in its spending and mindful that any further negotiated settlements could further cause the district to look at implementing 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 Gonzalez, Chief Business Officer, MDUSD  
Jenny Goodspeed, Lead District Advisor, District Business Services, CCCOE

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