

Memorandum of Understanding
between
California School Employees Association, Mt. Diablo 43
and
Mt. Diablo Unified School District
regarding

Emergency Coverage Compensation

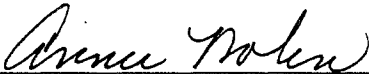
Due to lack of available substitutes for classified positions, the California School Employees Association, Mt. Diablo 43 (CSEA) and Mt. Diablo Unified School District (MDUSD), collectively the Parties, agree to the following contract exceptions for the **2016-2017 school year only** to allow the District time to hire more qualified substitutes.

- CSEA members who volunteer may accept a vacant or unfilled CSEA position beyond their current assignment and shall receive pay at the substitute rate for the vacant or unfilled position in addition to their regular pay for the hour the position was covered.
- If two CSEA members volunteer they may split the pay by the hours covered.
- This includes any CSEA position that does not require any specialized training or license beyond what the member personally has. If the position is a higher classification than the member's current classification then they will also receive the 5% out of class differential.
- The vacant or unfilled position must be input in the District Substitute System and have been entered at least an hour prior to the start time as stated in Article 21 (part 72a).
- This coverage does not prohibit the member from taking their duty free lunch and breaks as outlined in Article 6 (part 24f) nor does it add more breaks or lunch time as outlined in Article 6 (part 24h).
- If a member volunteers to provide coverage for the same position for 20 or more consecutive days and the position is vacant then the member will be offered the transfer or promotion to the vacant position. If the position is not vacant but just unfilled by a substitute or if the member volunteers to provide coverage for different positions for 20 or more consecutive days they are exempt from the Increase in Part-Time Assignment section of Article 6 (part 27a).
- Emergency coverage compensation shall be provided per time sheet.

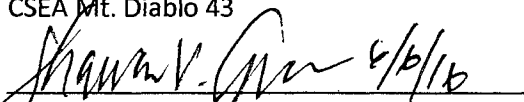
This agreement shall take effect upon approval of CSEA and MDUSD starting August 22, 2016.

In witness thereof the Parties hereto have executed this Agreement on this 6th day of June, 2016.


California School Employees Association
Mt. Diablo 43

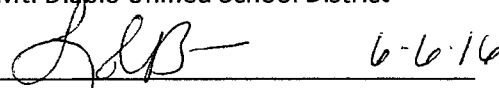


Annie Nolen, Chapter President
CSEA Mt. Diablo 43


_____ 6/6/16
Shawana Grace, Labor Relations Representative
CSEA

Mt. Diablo Unified School District


_____ Samantha Espinosa, Asst. Director of Personnel
Mt. Diablo Unified School District


_____ 6-6-16
Leyla Benson, Director of Personnel
Mt. Diablo Unified School District