



CONTRA COSTA COUNTY  
**Office of Education**

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**AB 1200, AB 2576 Government Code 3547.5 & 3540.2  
PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT**

**CHECKLIST OF ITEMS TO BE SUBMITTED TO COE DBS DEPARTMENT**

**DISTRICT:** Mt. Diablo USD

**Signed Summary of Proposed Agreement**

*NOTE: Print all pages including MYP of the **Summary tab** in the  
CCCOE-Public-Disclosure-of-Collective-Bargaining-Workbook.xlsx*

**X**

**Signed Form for Public Disclosure of Proposed Collective  
Bargaining Agreement**

*NOTE: Print all pages of Disclosure **tab** in the  
CCCOE-Public-Disclosure-of-Collective-Bargaining-Workbook.xlsx*

**X**

A copy of the **Memorandum of Understanding (MOU)** and/or  
Tentative Salary Agreement

**X**

Other relevant documents (e.g., side letters, salary schedules, etc.)

**X**

**PLEASE BE SURE TO COMPLETE AND SUBMIT THIS FORM AS THE COVER  
SHEET FOR YOUR PUBLIC DISCLOSURE DOCUMENT PACKET.**

***NOTE: INCOMPLETE PACKET MAY DELAY REVIEW.***

Districts must mail or email to their assigned District Fiscal Advisor 10 business days  
prior to the board meeting that will ratify the agreement.

**DISTRICT CONTACT:** Adrian Vargas

**PHONE:** 925-682-8000

**EMAIL:** [vargasadrian@mdusd.org](mailto:vargasadrian@mdusd.org)

**FORM FOR PUBLIC DISCLOSURE  
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT  
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756  
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2 )**

**Mt. Diablo Unified School District**

**SCHOOL DISTRICT**

Government Code Section 3547.5: **Before** a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement, including, but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer.

Intent of Legislation: To ensure that members of the public are informed of the major provisions of a collective bargaining agreement before it becomes binding on the school district.

**(This information is pulled from the SUMMARY section of this file which should be completed FIRST)**

**MAJOR PROVISIONS OF PROPOSED AGREEMENT WITH THE**

**TEAMSTERS LOCAL UNION #856**

**BARGAINING UNIT**

To be acted upon by the Governing Board at its meeting on

**04/16/25**

**A. PERIOD OF AGREEMENT:**

The proposed bargaining agreement covers the period beginning and ending  
for the following fiscal years

**07/01/25**

**06/30/26**

**B. TOTAL COST CHANGE TO IMPLEMENT PROPOSED AGREEMENT (SALARIES & BENEFITS)**

The total change in costs for salaries and employee benefits in the proposed agreement:

1. Current Year Costs Before Agreement

**\$37,346,449.00**

2. Current Year Costs After Agreement

**\$38,279,584.00**

3. Total Cost Change

**\$933,135.00**

4. Percentage Change

**2.50%**

5. Value of a 1% Change

**\$293,511.65**

**C. PERCENTAGE SALARY CHANGE FOR AVERAGE, REPRESENTED EMPLOYEE**

The total percentage change in salary, including annual step and column movement on the salary schedule (as applicable), for the average, represented employee under this proposed agreement:

1. Salary Schedule change  
(% Change To Existing Salary Schedule)  
(% change for one time bonus/stipend or salary reduction)

**1.0%**

2. Step & Column  
(Average % Change Over Prior Year Salary Schedule)

**0.9%**

3. TOTAL PERCENTAGE CHANGE FOR THE  
AVERAGE, REPRESENTED EMPLOYEE

**2%**

4. Change in # of Work Days (+/-) Related to % Change

5. Total # of Work Days to be provided in Fiscal Year

6. Total # of Instructional Days to be provided in Fiscal Year  
(applicable to Certificated BU agreements only)

**FORM FOR PUBLIC DISCLOSURE  
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(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756  
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2 )**

**Mt. Diablo Unified School District**

**SCHOOL DISTRICT**

**D. PERCENTAGE BENEFITS CHANGE FOR BOTH STATUTORY AND DISTRICT-PROVIDED EMPLOYEE BENEFITS INCLUDED IN THIS PROPOSED AGREEMENT:**

1.	Cost of Benefits Before Agreement	<b>\$15,885,699.00</b>
2.	Cost of Benefits After Agreement	<b>\$16,604,226.00</b>
3.	Percentage Change in Total Costs	<b>4.52%</b>

**E. IMPACT OF PROPOSED AGREEMENT ON DISTRICT RESERVES**

State-Recommended Minimum Reserve Level (after implementation of Proposed Agreement)

1.	Based On Total Expenditures and Other Uses in the General Fund of:	<b>\$527,077,070.00</b>
2.	Percentage Reserve Level State Standard for District:	<b>3.0%</b>
3.	Amount of State Minimum Reserve Standard:	<b>\$15,812,312.10</b>

**SUFFICIENCY OF DISTRICT UNRESTRICTED RESERVES to meet the minimum recommended level AFTER IMPLEMENTATION OF PROPOSED AGREEMENT:**

**GENERAL FUND RESERVES (Fund 01 Unrestricted ONLY)**

4.	Reserve for Economic Uncertainties (Object 9789)	<b>\$15,812,312.10</b>
5.	Unassigned/Unappropriated (Object 9790)	<b>\$34,900.90</b>
6.	<b>Total Reserves: (Object 9789 + 9790)</b>	<b>\$15,847,213.00</b>

**SPECIAL RESERVE FUND (Fund 17, as applicable)**

7.	Reserve for Economic Uncertainties (Object 9789)	
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**TOTAL DISTRICT RESERVES, applicable to State Minimum Reserve Standard:**

8.	General Fund & Special Reserve Fund:	<b>\$15,847,213.00</b>
9.	Percentage of General Fund Expenditures/Uses	<b>3.01%</b>
	Difference between District Reserves and Minimum State Requirement	<b>\$34,900.90</b>

**FORM FOR PUBLIC DISCLOSURE  
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT  
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756  
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2 )**

***Mt. Diablo Unified School District***

**SCHOOL DISTRICT**

**F. MULTIYEAR CONTRACT AGREEMENT PROVISIONS**

MYP projects flat enrollment at 29,193; UPP of 55.8%; LCFF COLAs of 2.43% in 25-26 & 3.52% in 26-27.

**G. FINANCIAL IMPACT OF PROPOSED AGREEMENT IN SUBSEQUENT FISCAL YEARS**

The following assumptions were used to determine that resources will be available to fund these obligations in future fiscal years (including any compensation and/or noncompensation provisions specified below that have been agreed upon if the proposed agreement is part of a multi-year contract):

The cost of this MOU will be covered by the unrestricted fund balance; the MYP includes a projected increase across all units @ 8% for unrestricted funded positions; restricted funded positions will make offsets to cover increased health costs.

**H. NARRATIVE OF AGREEMENT**

The tentative agreement between Mt. Diablo Unified School District and Teamsters Local 856 includes a 1% ongoing salary increase effective July 1, 2025, and extends full District coverage of the Kaiser CalPERS health benefits through December 31, 2026.

**I. SOURCE OF FUNDING FOR PROPOSED AGREEMENT**

The following source(s) of funding have been identified to fund the proposed agreement

The increased costs will be covered by the District's unrestricted fund balance. The District acknowledges this will increase deficit spending in the MYP; however, it will maintain reserves above the 3% Reserve for Economic Uncertainties (REU). The District has taken a conservative approach in projecting LCFF growth, assuming flat enrollment despite recent trends of increased enrollment. If reserves drop below the 3% threshold, the District will make necessary budget adjustments to maintain a 3% REU.

**FORM FOR PUBLIC DISCLOSURE  
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT  
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756  
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2 )**

**Mt. Diablo Unified School District**

**SCHOOL DISTRICT**

**CERTIFICATION**

*To be signed by the District Superintendent AND Chief Business Official when submitted for Public Disclosure and by the Board President after formal action by the Governing Board on the proposed agreement.*

*Districts with a Qualified or Negative Certification: Per Government Code 3540.2, signatures of the District Superintendent and Chief Business Official must accompany the Summary Disclosure sent to the County Superintendent for review 10 days prior to the board meeting that will ratify the agreement.*

*The information provided in this document summarizes the financial implications of the proposed agreement and is submitted for public disclosure in accordance with the requirements of AB 1200, AB 2756 and GC 3547.5.*

*We hereby certify that the costs incurred by the school district under this agreement can be met by the district during the term of the agreement.*

  
District Superintendent - signature

4/3/2025  
Date

  
Chief Business Official- signature

4/3/2025  
Date

*After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on 4/16/2025 took action to approve the proposed Agreement*

*with the TEAMSTERS LOCAL UNION #856 Bargaining Unit.*

\_\_\_\_\_  
President, Governing Board  
(signature)

\_\_\_\_\_  
Date

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE  SCHOOL DISTRICT  
WITH THE  BARGAINING UNIT (BU)

To be acted upon by the Governing Board at its meeting on : (enter Date)   
Budget Revisions to be INPUT no later than 45 days after approval: (will calc + 45 days) (enter Date)   
Estimated Agreement Payment Date (enter Date)

GENERAL

Section 1: STATUS OF BARGAINING UNIT AGREEMENTS

**This document is REQUIRED whenever a NEW or AMENDED agreement is ratified.**

If this Public Disclosure is not applicable to all of the District's bargaining units, indicate the current status (whether settled or pending settlement) of the remaining units:

(Separate disclosures should be made for each bargaining unit agreement)

	# FTE Represented
Certificated: <input type="text" value="Mt. Diablo Education Assoc. (MDEA); Mt. Diablo School Psychologist Assoc. (MDSPA) - settled for 2024/25 fiscal year"/>	<input type="text" value="1,666.90"/>
Classified: <input type="text" value="Clerical, Secretarial, Technical Unit, Local One (CST); Teamsters Local Union No. 856; California School Employees Assoc. (CSEA) - settled for 2024/25 fiscal year"/>	<input type="text" value="1,100.40"/>

Section 2: PERIOD OF AGREEMENT

The proposed agreement covers the period beginning on: (enter Begin Date)   
and ending on: (enter End Date)

If this agreement is part of a multi-year contract, indicate ALL fiscal years covered:

Fiscal Years:   
Reopeners: Yes or NO ?   
if Yes, what Areas?

COMPENSATION PROVISIONS

Section 3: SALARIES: PERCENTAGE CHANGE IN SALARIES IN PROPOSED AGREEMENT:

The proposed agreement includes the following costs for salaries for the above-mentioned Bargaining unit:

Current Year Salary Cost Before Settlement  
(Based on Year to Date (YTD) Actuals Projected through 6/30):

Current Year Salary Cost After Settlement  
(Include any retroactive pay increases or (decreases) or one time bonuses/stipends or (reductions), as applicable):

Total Cost Increase or (Decrease):   
Percentage Increase or (Decrease):

SALARY CHANGE FOR AN AVERAGE, REPRESENTED EMPLOYEE FROM PRIOR YEAR

(Includes annual step/column movement on schedule):

Salary Increase or (Decrease)  
% increase or (decrease) to existing schedule  per employee  
% increase or (decrease) for one-time bonus/stipend or (salary reduction)  per employee  
Step & column  
average % annual change over the prior year schedule  per employee  
**TOTAL PERCENTAGE CHANGE FOR AVERAGE REPRESENTED EMPLOYEE**  per employee

Indicate Change in # of Work Days, Furlough or Additional, Related to % Change   
Indicate Total # of Work Days to be provided for fiscal year:   
Indicate Total # of Instructional Days to be provided for fiscal year:



# SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Mt. Diablo Unified School District

SCHOOL DISTRICT

## Section 4: BENEFITS: PERCENTAGE CHANGE IN EMPLOYEE BENEFITS IN PROPOSED AGREEMENT:

The proposed agreement includes the following costs for employee statutory and health/welfare benefits:

Statutory Benefits: (object 3XXX less 34XX)

(STRS, PERS, Workers Compensation, Unemployment Insurance, Social Security, Medicare)

Total Statutory Benefit Costs:

Current Costs:

Proposed Costs:

Total Cost Increase or (decrease):

Percentage Change:

\$	7,890,415
\$	7,969,319
\$	78,904
	1.00%

District Health and Welfare Plans - Object 34XX (Medical, Dental, Vision, Life Insurance, Other)

Total Health and Welfare Costs:

Current Costs:

Proposed Costs:

Total Cost Increase or (decrease):

Percentage Change:

\$	7,995,284
\$	8,634,907
\$	639,623
	8.00%

**Indicate if Health/Welfare Benefits are Capped: (Include details such as different caps per health plans or any super composite rates. Also, indicate if cap includes health benefits only or also other insurances.)**

The current Kaiser monthly rates (12 months) are \$1,113.90 for single party; \$2,225.80 for two party and \$2,893.54 for family. The MYP includes a projected increase across all units @ 8% for unrestricted funded positions; restricted funded positions will make offsets to cover increased health costs.

Current Cap:	\$	2,893.54	
Proposed Cap:	\$	3,125.02	
Average Capped Amount increase or (decrease) per employee		\$231.48	8.00%

## TOTAL COST OR (SAVINGS) OF COMPENSATION CHANGES (REGARDLESS OF WHETHER PREVIOUSLY BUDGETED IN WHOLE OR IN PART)

## Section 5: TOTAL COST INCREASE OR (SAVINGS) FOR SALARIES AND BENEFITS IN THE PROPOSED AGREEMENT:

Current Year Combined Cost Before Settlement: (data pulls from above)

(Based on YTD Actuals Projected through 6/30 and current agreement)

Salaries

Benefits

Total:

\$	21,460,750
\$	15,885,699
\$	37,346,449

Current Year Cost After Settlement: (data pulls from above)

(Include any retroactive pay increases or (decreases) or one-time bonuses/stipends or (reductions)):

Salaries

Benefits

Total:

\$	21,675,358
\$	16,604,226
\$	38,279,584

**TOTAL COST INCREASE OR (DECREASE)**

(This amount should tie to the multiyear projection sections for 1XXX-3XXX)

**PERCENTAGE CHANGE**

**1% CHANGE IN SALARY AND STATUTORY BENEFIT COSTS (prior to any settlements):**

\$	933,135
	2.50%

\$	293,512
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# SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Mt. Diablo Unified School District

SCHOOL DISTRICT

## OTHER PROVISIONS (COMPENSATION AND NON-COMPENSATION)

**Section 6:** The following are additional compensation and non-compensation provisions contained in the proposed agreement: (Indicate, IN DETAIL, the terms of the agreement covered in each section)

**A. OTHER COMPENSATION:** Off-Schedule Stipends/Bonuses, Reductions, etc. (amounts, staff affected, total cost and/or savings).

--

**B. NON-COMPENSATION:** Class Size Changes (indicate before and after class sizes/grades affected; and, if applied for CDE waiver (attach copy)), Staff Development Days, Teacher Prep Time, etc..

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**C. REOPENERS, CONTINGENCY AND/OR RESTORATION LANGUAGE:** Describe specific areas identified for Reopeners, Contingency, and/or Restoration (include triggers and timing). Provide copy of Board Action to BAS upon approval.

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**Section 7: State Minimum Reserve Standard Calculation:**

Total Expenditures and Other Uses: *(pulls from MYP Sec. 9)*

Minimum State Reserve Percentage (input %)

Minimum State Reserve Requirement: *(Formula includes Total Exp/Uses x Minimum Reserve %)*

\$	527,077,070.00
	3%
\$	15,812,312.10

## FISCAL IMPACT IN CURRENT AND TWO SUBSEQUENT FISCAL YEARS

**Section 8:** Date of governing board approval of budget revisions in Section 9, Col.2 (below) in accordance with E.C. 42142 and Government Code 3547.5.  
(Pulls from above Governing Board Date plus 45 days)

7/1/2025

Provide proof that board-approved budget revisions have been input within 45 days. Date budget revisions input/BT #'s:

BT #'s:	7/1/2025
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If the board-approved revisions input are different from the proposed budget adjustments in Col. 2 provide a detailed explanation of differences.



# SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Mt. Diablo Unified School District

SCHOOL DISTRICT

## Section 9: IMPACT OF PROPOSED AGREEMENT ON THE GENERAL FUND BUDGET IN CURRENT AND TWO SUBSEQUENT FISCAL YEARS. (Reflect both Unrestricted and Restricted General Fund Budget Amounts)

		Current Fiscal Year		2024 -2025
		(Col. 2)	(Col. 3)	(Col. 4)
(Col. 1)				
Latest Board-Approved Budget Before Settlement - As of 3/19/2025		Adjustments as a Direct Result of this Proposed Settlement	Other Revisions & MYP Assumptions (Including Other Proposed BU Agreements) Required to support cost of agreement (i.e. "me-too")	Projected District Budget After Settlement of Agreement and Other Adjustments (Cols. 1 + 2 + 3)
Please NOTE: The title reflected in Col. 1 can be modified if the agreement is being approved along with the Adopted Budget Process. In this case, Col. 4 should reflect the Adopted Budget including the salary agreement and Col. 1 would reflect the Adopted Budget less Col. 2, the actual cost of the agreement.				
OPERATING REVENUES: LCFF ADA		ADA= 27,156.54		ADA= 27,156.54
LCFF Sources (8010-8099)	338,723,035.00	0.00	0.00	338,723,035.00
Remaining Revenues (8100-8799)	137,601,400.00	0.00	0.00	137,601,400.00
TOTAL	476,324,435.00	0.00	0.00	476,324,435.00
OPERATING EXPENDITURES				
1000 Certificated Salaries	192,609,380.00	0.00	0.00	192,609,380.00
2000 Classified Salaries	74,199,877.00	0.00	65,225.00	74,265,102.00
3000 Benefits	148,645,104.00	0.00	23,970.00	148,669,074.00
4000 Instructional Supplies	29,483,609.00	0.00	0.00	29,483,609.00
5000 Contracted Services	80,419,423.00	0.00	(89,195.00)	80,330,228.00
6000 Capital Outlay	2,125,119.00	0.00	0.00	2,125,119.00
7000 Other	(405,442.00)	0.00	0.00	(405,442.00)
TOTAL	527,077,070.00	0.00	0.00	527,077,070.00
OPERATING SURPLUS (DEFICIT)				
	(50,752,635.00)	0.00	0.00	(50,752,635.00)
Other Sources and Transfers In	0.00	0.00	0.00	0.00
Other Uses and Transfers Out	0.00	0.00	0.00	0.00
CURRENT YEAR INCREASE/ (DECREASE) TO FUND BALANCE	(50,752,635.00)	0.00	0.00	(50,752,635.00)
BEGINNING FUND BALANCE 9791-92	199,975,989.00			199,975,989.00
Prior-Year Adjustments 9793-95	13,240,553.00		0.00	13,240,553.00
NET BEGINNING BALANCE	213,216,542.00		0.00	213,216,542.00
ENDING FUND BALANCE (EFB)	162,463,907.00	0.00	0.00	162,463,907.00
COMPONENTS OF ABOVE EFB:				
Nonspendable (9711-9719)	722,000.00	0.00	0.00	722,000.00
Restricted (9740)	62,775,034.00	0.00	0.00	62,775,034.00
Committed (9750/9760)	58,119,660.00	0.00	0.00	58,119,660.00
Assigned (9780)	25,000,000.00	0.00	0.00	25,000,000.00
Reserve Economic Uncertainties (9789)	15,812,312.10	0.00	0.00	15,812,312.10
Unassigned/Unappropriated (9790)	34,900.90	0.00	0.00	34,900.90
State Minimum Reserves %	3.01%	Meets		3.01%
Are budgets in balance?	In Balance			In Balance
Did you adjust reserves? s/b \$0	\$0.00	OK		\$0.00
FUND 17 RESERVES (9789) or N/A	\$ -			\$ -

If the total amount of the adjustment in Column 2 does not agree with the amount of the total cost shown in Section 5, Total Costs, please explain below. Also, list any other assumptions used or included in Column 3:

The adjustments in Col. 3 reflect the projected cost adjustments related to the MOU's signed with the TEAMSTERS Local Union #856 in regards to the skills trades positions that will see hourly rate increases that align to updated job descriptions.

**SUMMARY OF PROPOSED AGREEMENT**

BETWEEN THE

Mt. Diablo Unified School District

SCHOOL DISTRICT

First Subsequent Year 2025 - 2026			
(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
Carried forward from Current Fiscal Year 2024 -2025	Adjustments as a Direct Result of this Proposed Settlement	Other Revisions & MYP Assumptions (Including Other Proposed BU Agreements) Required to support cost of agreement (i.e. "me-too")	Projected District Budget After Settlement of Agreement and Other Adjustments (Cols. 1 + 2 + 3)
<b>ADA= 27,161.58</b>			<b>ADA= 27,161.58</b>
<b>OPERATING REVENUES: LCFF ADA</b>			
LCFF Sources (8010-8099)	338,723,035.00	0.00	349,124,020.00
Remaining Revenues (8100-8799)	137,601,400.00	0.00	114,480,596.00
<b>TOTAL</b>	<b>476,324,435.00</b>	<b>0.00</b>	<b>463,604,616.00</b>
<b>OPERATING EXPENDITURES</b>			
1000 Certificated Salaries	192,609,380.00	0.00	193,822,948.00
2000 Classified Salaries	74,265,102.00	214,608.00	75,728,903.00
3000 Benefits	148,669,074.00	718,527.00	151,980,299.00
4000 Instructional Supplies	29,483,609.00	0.00	22,294,167.00
5000 Contracted Services	80,330,228.00	0.00	68,021,523.00
6000 Capital Outlay	2,125,119.00	0.00	799,650.00
7000 Other	(405,442.00)	0.00	(1,304,099.00)
<b>TOTAL</b>	<b>527,077,070.00</b>	<b>933,135.00</b>	<b>511,343,391.00</b>
<b>OPERATING SURPLUS/(DEFICIT)</b>	<b>(50,752,635.00)</b>	<b>(933,135.00)</b>	<b>3,946,995.00</b>
Other Sources and Transfers In	0.00	0.00	0.00
Other Uses and Transfers Out	0.00	0.00	0.00
<b>CURRENT YEAR INCREASE/ (DECREASE) TO FUND BALANCE</b>	<b>(50,752,635.00)</b>	<b>(933,135.00)</b>	<b>3,946,995.00</b>
<b>BEGINNING FUND BALANCE (9791) (Pulls from prior year EFB)</b>	162,463,907.00		162,463,907.00
<b>Prior-Year Adjustments (9792-9795)</b>			0.00
<b>NET BEGINNING BALANCE</b>	<b>162,463,907.00</b>		<b>162,463,907.00</b>
<b>ENDING FUND BALANCE (EFB)</b>	<b>111,711,272.00</b>	<b>(933,135.00)</b>	<b>3,946,995.00</b>
<b>COMPONENTS OF EFB (above):</b>			
Nonspendable (9711-9719)	722,000.00	0.00	722,000.00
Restricted (9740)	62,775,034.00	0.00	45,188,363.00
Committed (9750/9760)	58,119,660.00	0.00	28,261,068.00
Assigned (9780)	25,000,000.00	(293,512.00)	24,706,488.00
Reserve Economic Uncertainties	15,812,312.10	27,994.05	15,340,301.73
Unassigned/Unappropriated (9790)	(50,717,734.10)	(667,617.05)	506,911.27
<b>State Minimum Reserves %</b>	<b>(6.62%)</b>	<b>Meets</b>	<b>3.10%</b>
<b>Are budgets in balance?</b>	<b>In Balance</b>		<b>In Balance</b>
<b>Did you adjust reserves? s/b \$0</b>	<b>\$ -</b>	<b>OK</b>	<b>\$ -</b>
<b>FUND 17 RESERVES (9789) or N/A</b>	<b>\$ -</b>		<b>\$ -</b>

**Assumptions used for LCFF Gap%, Unduplicated %, Other Revenue COLAs, Addl/Reduced staffing, etc., explain below:**

MYP assumes flat enrollment at 29,193 and a consistent UPP of 55.8% through 2026-27. LCFF revenue growth reflects COLAs of 2.43% in 2025-26 and 3.52% in 2026-27. Local revenue is projected to decline due to reduced interest income. Expenditures include a 1.56% step/column increase, rising STRS/PERS and health costs, and increased SpEd service needs. Some 2025-26 unrestricted costs are offset by shifting safety and counseling expenses to restricted funds. TK IA positions are added using available resources. SRP payments conclude after 2024-25, providing ongoing relief. Restricted revenues stabilize post-2024-25, following the expiration of significant one-time and carryover funds. Decreases in books, supplies, services, and capital outlay reflect the planned removal of these temporary resources across both funds. Col. 2 adjustments do not match section 5 as the projected health benefits increase is included in the MYP across all units @ 8% for unrestricted funded positions; restricted funded positions will make offsets to cover increased health costs. Col. 3 adjustments include the remaining ongoing costs related to the recent MOU's signed with TEAMSTERS Local Union #856 in regards to the skills trades positions seeing hourly increases, effective 4/1/2025



# SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Mt. Diablo Unified School District

SCHOOL DISTRICT

Second Subsequent Year 2026-27				
(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)	
Carried forward from First Subsequent Year 2025 - 2026	Adjustments as a Direct Result of this Proposed Settlement	Other Revisions & MYP Assumptions (Including Other Proposed BU Agreements) Required to support cost of agreement (i.e. "me-too")	Projected District Budget After Settlement of Agreement and Other Adjustments (Cols. 1 + 2 + 3)	
<b>ADA= 27,161.58</b>			<b>ADA= 27,161.58</b>	
<b>OPERATING REVENUES: LCFF ADA</b>				
LCFF Sources (8010-8099)	349,124,020.00	0.00	15,817,583.00	364,941,603.00
Remaining Revenues (8100-8799)	114,480,596.00	0.00	0.00	114,480,596.00
<b>TOTAL</b>	<b>463,604,616.00</b>	<b>0.00</b>	<b>15,817,583.00</b>	<b>479,422,199.00</b>
<b>OPERATING EXPENDITURES</b>				
1000 Certificated Salaries	193,822,948.00	0.00	2,781,777.00	196,604,725.00
2000 Classified Salaries	75,728,903.00	0.00	(187,574.00)	75,541,329.00
3000 Benefits	151,980,299.00	0.00	4,041,733.00	156,022,032.00
4000 Instructional Supplies	22,294,167.00	0.00	(7,697,559.00)	14,596,608.00
5000 Contracted Services	68,021,523.00	0.00	(638,214.00)	67,383,309.00
6000 Capital Outlay	799,650.00	0.00	0.00	799,650.00
7000 Other	(1,304,099.00)	0.00	95,469.00	(1,208,630.00)
<b>TOTAL</b>	<b>511,343,391.00</b>	<b>0.00</b>	<b>(1,604,368.00)</b>	<b>509,739,023.00</b>
<b>OPERATING SURPLUS/(DEFICIT)</b>	<b>(47,738,775.00)</b>	<b>0.00</b>	<b>17,421,951.00</b>	<b>(30,316,824.00)</b>
Other Sources and Transfers In	0.00	0.00	0.00	0.00
Other Uses and Transfers Out	0.00	0.00	0.00	0.00
<b>CURRENT YEAR INCREASE/(DECREASE) TO FUND BALANCE</b>	<b>(47,738,775.00)</b>	<b>0.00</b>	<b>17,421,951.00</b>	<b>(30,316,824.00)</b>
<b>BEGINNING FUND BALANCE (9791)</b>				
(Pulls from prior year EFB)	114,725,132.00			114,725,132.00
Prior-Year Adjustments (9792-9795)				0.00
<b>NET BEGINNING BALANCE</b>	<b>114,725,132.00</b>			<b>114,725,132.00</b>
<b>ENDING FUND BALANCE (EFB)</b>	<b>66,986,357.00</b>	<b>0.00</b>	<b>17,421,951.00</b>	<b>84,408,308.00</b>
<b>COMPONENTS OF EFB (above):</b>	(use whole rounded numbers only)			
Nonspendable (9711-9719)	722,000.00	0.00	0.00	722,000.00
Restricted (9740)	45,188,363.00	0.00	(7,762,244.00)	37,426,119.00
Committed (9750/9760)	28,261,068.00	0.00	(22,261,068.00)	6,000,000.00
Assigned (9780)	24,706,488.00	0.00	0.00	24,706,488.00
Reserve Economic Uncertainties	15,340,301.73	0.00	0.00	15,292,170.69
Unassigned/Unappropriated (9790)	(47,231,863.73)	0.00	47,445,263.00	261,530.31
State Minimum Reserves %	(6.24%)	Meets		3.05%
Are budgets in balance?	In Balance			In Balance
Did you adjust reserves? s/b \$0	\$0.00	OK		\$0.00
FUND 17 RESERVES (9789) or N/A	\$ -			\$ -

## Assumptions used for LCFF Gap%, Unduplicated %, Other Revenue COLAs, Add/Reduced Staffing, etc., explain below:

MYP assumes flat enrollment at 29,193 and a consistent UPP of 55.8% through 2026-27. LCFF revenue growth reflects COLAs of 2.43% in 2025-26 and 3.52% in 2026-27. Local revenue is projected to decline due to reduced interest income. Expenditures include a 1.56% step/column increase, rising STRS/PERS and health costs, and increased SpEd service needs. Some 2025-26 unrestricted costs are offset by shifting safety and counseling expenses to restricted funds. TK IA positions are added using available resources. SRP payments conclude after 2024-25, providing ongoing relief. Restricted revenues stabilize post-2024-25, following the expiration of significant one-time and carryover funds. Decreases in books, supplies, services, and capital outlay reflect the planned removal of these temporary resources across both funds.

## SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Mt. Diablo Unified School District

SCHOOL DISTRICT

**Section 10: MULTI-YEAR CONTRACT AGREEMENT PROVISIONS:** The proposed agreement contains the following COLAs and other compensation/non-compensation provisions for subsequent years as follows *(text pulls into disclosure)*: Send copy of final Agreement to DBS upon Board Approval

MYP projects flat enrollment at 29,193; UPP of 55.8%; LCFF COLAs of 2.43% in 25-26 & 3.52% in 26-27.

**Section 11:**

**FINANCIAL IMPACT OF PROPOSED AGREEMENT IN SUBSEQUENT FISCAL YEARS:** The following assumptions were used to determine that resources will be available to fund these obligations in future fiscal years. (Include any compensation/noncompensation provisions specified below.) *(text pulls into disclosure)*:

The cost of this MOU will be covered by the unrestricted fund balance; the MYP includes a projected increase across all units @ 8% for unrestricted funded positions; restricted funded positions will make offsets to cover increased health costs.

**Section 12:**

**NARRATIVE OF AGREEMENT:** Provide a brief narrative of the proposed changes in compensation or health premiums, including percentage changes, effective dates, and comments and/or explanations. *(text pulls into disclosure)*:

The tentative agreement between Mt. Diablo Unified School District and Teamsters Local 856 includes a 1% ongoing salary increase effective July 1, 2025, and extends full District coverage of the Kaiser CalPERS health benefits through December 31, 2026.

**Section 13: SOURCE OF FUNDING FOR PROPOSED AGREEMENT:** Provide a brief narrative of the funds available in the current year to provide for the costs of this agreement. *(text pulls into disclosure)*:

The increased costs will be covered by the District's unrestricted fund balance. The District acknowledges this will increase deficit spending in the MYP; however, it will maintain reserves above the 3% Reserve for Economic Uncertainties (REU). The District has taken a conservative approach in projecting LCFF growth, assuming flat enrollment despite recent trends of increased enrollment. If reserves drop below the 3% threshold, the District will make necessary budget adjustments to maintain a 3% REU.

# SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Mt. Diablo Unified School District

SCHOOL DISTRICT

## ADDITIONAL FISCAL INDICATORS- CRITERIA AND STANDARDS A.5.

This section is in response to the Criteria and Standards Additional Fiscal Indicators #A.5., which asks: "Has the district entered into a bargaining agreement where any of the budget or subsequent years of the agreement would result in salary increases that are expected to exceed the projected state cost of living adjustment."

### Section 14:

#### COMPARISON OF PROPOSED AGREEMENT TO CHANGE IN DISTRICT LOCAL CONTROL FUNDING FORMULA (LCFF):

(A)	Current-year (CY) LCFF Average Rate per ADA: (CY LCFF Entitlement per ADA, FCMAT LCFF Calculator, Calculator Tab, Row 57)	Estimated \$12,473.00
(B)	Less Prior-Year (PY) LCFF BASC Calculator Rate per ADA: (PY LCFF Entitlement per ADA, FCMAT LCFF Calculator, Calculator Tab, Row 57)	\$12,320.00
(C)	= Amount of Current-Year Increase or (decrease): (A) minus (B)	153.00
(D)	= Percentage Increase or (decrease) in LCFF per ADA: (C) divided by (B)	1.24%
(E)	ADA Increase/(Decrease) from Prior Year as %	(1.81%)
	Current year P-2 LCFF funded ADA (greater of PY guarantee or current year)	27,156.54
	Prior Year P-2 LCFF funded ADA (greater of PY guarantee or current year)	27,655.80
(F)	Total LCFF % increase or (decrease) plus ADA % change	(0.56%)
(G)	Indicate Total Settlement Percentage Change from Section 5	2.50%

If proposed agreement % on Line G is greater than Line F, please provide explanation below:

The agreement % is greater due to being funded on the 3 year average in 2023-24 as compared to the current year projected ADA coupled with a lower COLA from 8.22% to 1.07%.

### CERTIFICATION

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

**Districts with a Qualified or Negative Certification** : Per Government Code 3540.2, signatures of the District Superintendent and Chief Business Official must accompany the Summary Disclosure sent to the County Superintendent for review 10 days prior to the board meeting that will ratify the agreement.

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 (as provided in the "Public Disclosure of Proposed Collective Bargaining Agreement") in accordance with the requirements of AB 1200, AB 2756, GC 3547.5, and GC 3540.2.

WE HEREBY CERTIFY THAT THE COSTS INCURRED BY THE SCHOOL DISTRICT UNDER THIS AGREEMENT CAN BE MET BY THE DISTRICT DURING THE TERM OF THE AGREEMENT.

District Superintendent - signature

Chief Business Official - signature

Date

Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on Wednesday, April 16, 2025 took action to approve the proposed Agreement with the TEAMSTERS LOCAL UNION #856 Bargaining Unit.

President, Governing Board - signature

Date




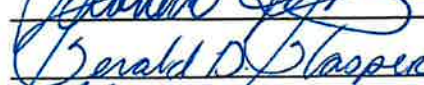




**TENTATIVE AGREEMENT**  
**between the**  
**MT. DIABLO UNIFIED SCHOOL DISTRICT**  
**and**  
**TEAMSTERS LOCAL 856**  
**February 12, 2025**

The Mt. Diablo Unified School District ("District") and Teamsters Local 856 ("Teamsters"), collectively referred to as "the Parties," have considered their mutual interests and have agreed to enter into this Tentative Agreement ("Agreement"), to completely resolve negotiations for the 2023-2026 Collective Bargaining Agreement ("CBA").

1. Tentative Agreements. This Tentative Agreement incorporates the following revisions to Articles 25 (Salary) and 26 (Employee Benefits).
2. Effective July 1, 2025, all Teamsters unit members shall receive an ongoing salary increase of one percent (1.0%) to the salary schedule for the 2025-2026 school year.
3. The District will pay one hundred percent (100%) of the Kaiser CalPERS rate, by level, for single, employee + 1, and family plan for all of the 2026 benefit plan year (January 1, 2026, through December 31, 2026). The full 2026 Kaiser CalPERS rate will establish a new minimum dollar amount of District medical benefits contribution. Commencing with the 2027 benefit year, the District will contribute toward the cost of health insurance for each eligible full-time unit member up to a maximum of 80% of the Kaiser CalPERS rate for the tier of coverage (i.e. single, two-party or family coverage) selected by such unit member as described in Article 26 of the CBA.
4. All other provisions of articles 25 and 26 and of the entire CBA remain in effect and unchanged through June 30, 2026.
5. Effective Date. The Agreement shall become effective upon approval by Teamsters and the District, as evidenced by the signature of the Teamsters and District designees and by ratification of the Teamsters unit members and approval of the District Board of Education.

**FOR TEAMSTERS LOCAL 856**

**FOR DISTRICT**

