



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

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE Mt. Diablo Unified School District SCHOOL DISTRICT
WITH THE TEAMSTERS LOCAL UNION #856 BARGAINING UNIT (BU)

To be acted upon by the Governing Board at its meeting on : (enter Date) 4/16/2025
Budget Revisions to be INPUT no later than 45 days after approval: (will calc + 45 days) | (enter Date) 5/31/2025
Estimated Agreement Payment Date (enter Date) 4/30/2025

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: <u>Mt. Diablo Education Assoc. (MDEA); Mt. Diablo School Psychologist Assoc. (MDSPA) - settled for 2024/25 fiscal year</u>	<u>1,666.90</u>
Classified: <u>Clerical, Secretarial, Technical Unit, Local One (CST); Teamsters Local Union No. 856; California School Employees Assoc. (CSEA) - settled for 2024/25 fiscal year</u>	<u>1,100.40</u>

Section 2: PERIOD OF AGREEMENT

The proposed agreement covers the period beginning on: (enter Begin Date) 4/1/2025
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):	\$ <u>21,199,850</u>
Current Year Salary Cost After Settlement (Include any retroactive pay increases or (decreases) or one time bonuses/stipends or (reductions), as applicable):	\$ <u>21,265,075</u>
Total Cost Increase or (Decrease):	<u>\$65,225</u>
Percentage Increase or (Decrease):	<u>0.31%</u>

SALARY CHANGE FOR AN AVERAGE, REPRESENTED EMPLOYEE FROM PRIOR YEAR

(Includes annual step/column movement on schedule):

<u>Salary Increase or (Decrease)</u>	
% increase or (decrease) to existing schedule	<u>0.31%</u> per employee
% increase or (decrease) for one-time bonus/stipend or (salary reduction)	<u>0.00%</u> per employee
<u>Step & column</u>	
average % annual change over the prior year schedule	<u>0.88%</u> per employee
TOTAL PERCENTAGE CHANGE FOR AVERAGE REPRESENTED EMPLOYEE	<u>1.19%</u> per employee

Indicate Change in # of Work Days, Furlough or Additional, Related to % Change	<u>0</u>
Indicate Total # of Work Days to be provided for fiscal year:	<u>0</u>
Indicate Total # of Instructional Days to be provided for fiscal year:	<u>0</u>

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:

\$	7,794,534
\$	7,818,504
\$	23,970
	0.31%

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:

\$	-
\$	-
\$	-
	#DIV/0!

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.)

N/A

Current Cap:	\$	-	
Proposed Cap:	\$	-	
Average Capped Amount increase or (decrease) per employee		\$0.00	#DIV/0!

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:

\$	21,199,850
\$	7,794,534
\$	28,994,384

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:

\$	21,265,075
\$	7,818,504
\$	29,083,579

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):

\$	89,195
	0.31%
\$	289,944

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).

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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..

One of the MOU's between MDUSD & Teamsters outlines that security cameras are installed to enhance safety and security, not to routinely monitor employee work habits or performance. Camera footage may only be reviewed if there is a reasonable basis to suspect misconduct, a workplace violation, or a crime. The footage will not be used for employee evaluations or discipline unless those criteria are met. Any incidental discovery of misconduct during unrelated reviews must still align with the stated purpose of the cameras. Cameras will not be installed in areas where there is a reasonable expectation of privacy, such as bathrooms or locker rooms, and they will not record audio except on vehicles transporting students.

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)

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

BT #'s:	
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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. 1)	(Col. 2)	(Col. 3)	(Col. 4)
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.		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)
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	65,225.00	0.00	74,265,102.00
3000 Benefits		148,645,104.00	23,970.00	0.00	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	(89,195.00)	0.00	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:

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)	
ADA= 27,161.58			ADA= 27,161.58	
OPERATING REVENUES: LCFF ADA				
LCFF Sources (8010-8099)	338,723,035.00	0.00	10,400,985.00	349,124,020.00
Remaining Revenues (8100-8799)	137,601,400.00	0.00	(23,120,804.00)	114,480,596.00
TOTAL	476,324,435.00	0.00	(12,719,819.00)	463,604,616.00
OPERATING EXPENDITURES				
1000 Certificated Salaries	192,609,380.00	0.00	1,213,568.00	193,822,948.00
2000 Classified Salaries	74,265,102.00	195,675.00	1,053,518.00	75,514,295.00
3000 Benefits	148,669,074.00	71,911.00	3,160,410.00	151,901,395.00
4000 Instructional Supplies	29,483,609.00	0.00	(7,189,442.00)	22,294,167.00
5000 Contracted Services	80,330,228.00	(267,586.00)	(12,041,119.00)	68,021,523.00
6000 Capital Outlay	2,125,119.00	0.00	(1,325,469.00)	799,650.00
7000 Other	(405,442.00)	0.00	(898,657.00)	(1,304,099.00)
TOTAL	527,077,070.00	0.00	(16,027,191.00)	511,049,879.00
OPERATING SURPLUS/(DEFICIT)	(50,752,635.00)	0.00	3,307,372.00	(47,445,263.00)
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	3,307,372.00	(47,445,263.00)
BEGINNING FUND BALANCE (9791)	162,463,907.00			162,463,907.00
(Pulls from prior year EFB)				0.00
Prior-Year Adjustments (9792-9795)				162,463,907.00
NET BEGINNING BALANCE	162,463,907.00			162,463,907.00
ENDING FUND BALANCE (EFB)	111,711,272.00	0.00	3,307,372.00	115,018,644.00
COMPONENTS OF EFB (above):				
Nonspendable (9711-9719)	722,000.00	0.00	0.00	722,000.00
Restricted (9740)	62,775,034.00	0.00	(17,586,671.00)	45,188,363.00
Committed (9750/9760)	58,119,660.00	0.00	(29,858,592.00)	28,261,068.00
Assigned (9780)	25,000,000.00	0.00	0.00	25,000,000.00
Reserve Economic Uncertainties	15,812,312.10	0.00	(480,815.73)	15,331,496.37
Unassigned/Unappropriated (9790)	(50,717,734.10)	0.00	51,233,450.73	515,716.63
State Minimum Reserves %	(6.62%)		Meets	3.10%
Are budgets in balance?	In Balance			In Balance
Did you adjust reserves? s/b \$0	\$ -	OK		\$ -
FUND 17 RESERVES (9789) or N/A	\$ -			\$ -

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.

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)	
ADA= 27,161.58			ADA= 27,161.58	
OPERATING REVENUES: LCFF ADA				
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
TOTAL	463,604,616.00	0.00	15,817,583.00	479,422,199.00
OPERATING EXPENDITURES				
1000 Certificated Salaries	193,822,948.00	0.00	2,781,777.00	196,604,725.00
2000 Classified Salaries	75,514,295.00	0.00	(187,574.00)	75,326,721.00
3000 Benefits	151,901,395.00	0.00	4,041,733.00	155,943,128.00
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)
TOTAL	511,049,879.00	0.00	(1,604,368.00)	509,445,511.00
OPERATING SURPLUS/(DEFICIT)	(47,445,263.00)	0.00	17,421,951.00	(30,023,312.00)
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	(47,445,263.00)	0.00	17,421,951.00	(30,023,312.00)
BEGINNING FUND BALANCE (9791) (Pulls from prior year EFB)	115,018,644.00			115,018,644.00
Prior-Year Adjustments (9792-9795)				0.00
NET BEGINNING BALANCE	115,018,644.00			115,018,644.00
ENDING FUND BALANCE (EFB)	67,573,381.00	0.00	17,421,951.00	84,995,332.00
COMPONENTS OF EFB (above):	(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)	25,000,000.00	0.00	0.00	25,000,000.00
Reserve Economic Uncertainties	15,331,496.37	0.00	0.00	15,283,365.33
Unassigned/Unappropriated (9790)	(46,929,546.37)	0.00	47,445,263.00	563,847.67
State Minimum Reserves %	(6.18%)	Meets		3.11%
Are budgets in balance?	In Balance	OK		In Balance
Did you adjust reserves? s/b \$0	\$0.00			\$0.00
FUND 17 RESERVES (9789) or N/A	\$ -			\$ -

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.

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 restricted Routine, Repair & Maintenance Account, the increased costs associated with this MOU will be offset by contracts with service providers. We project a yearly cost of \$357K in which 25% will be reflected in FY 2024-25 due to the effective date of 4/1/2025.

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 MOU between MDUSD and Teamsters aims to address outdated job descriptions, low wages, and staffing challenges in the Maintenance & Operations Department by implementing targeted compensation adjustments. Specifically, ten skilled trades classifications in Pay Range 533 (17.0 FTE): Carpenter, Electrician, Electronics Technician, Glazier/Carpenter, Heating and AC Mechanic, Locksmith Carpenter, Painter, Plumber, Roofer, and Welder—will be realigned so that the former step three becomes step one, with each step increased by 5% up to step five, followed by an additional 2.5% increase to the overall range. Four classifications—General Maintenance Worker (4.0 FTE in Range 502), General Maintenance Worker, Senior (1.0 FTE Range 518), Fire Systems Technician (1.0 FTE Range 581), and Heating Equipment Lube/Service Technician (1.0 FTE Range 511)—will receive a 12.5% salary increase. The Electro-Mechanical Technician will be moved from Range 565 to Range 589, which will also be increased by 12.5%, and the position will be eliminated upon the current employee's retirement, with the potential to reallocate the FTE to an HVAC Technician. Additionally, the Plumber/Welding Leadworker Senior position will be replaced by the Maintenance Senior Leadworker at Range 589, which will also receive a 12.5% increase. All current employees will retain their existing step placement, and updated job descriptions will be adopted. These changes will be retroactive to April 1, 2025, upon approval at the April 16, 2025, Board of Education meeting.

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 cost of this MOU will be covered by the restricted Routine, Repair & Maintenance Account, the increased costs associated with this MOU will be offset by contracts with service providers. We project a yearly cost of \$357K in which 25% will be reflected in FY 2024-25 due to the effective date of 4/1/2025.

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 BASIC 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 % Current year P-2 LCFF funded ADA (greater of PY guarantee or current year)	(1.81%)
	Prior Year P-2 LCFF funded ADA (greater of PY guarantee or current year)	27,156.54
		27,655.80
(F)	Total LCFF % increase or (decrease) plus ADA % change	(0.56%)
(G)	Indicate Total Settlement Percentage Change from Section 5	0.31%

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

4/2/25
Date

 Chief Business Official - signature

4/2/25
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

MEMORANDUM OF UNDERSTANDING
Between Mt. Diablo Unified School District and
Teamsters Local Union No. 856
Skill Trades Position
February 10, 2025

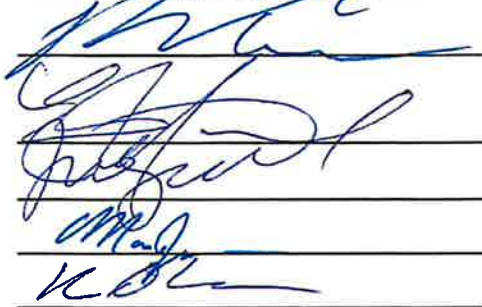
The Mt. Diablo Unified School District ("District") and Teamsters Local 856 ("Teamsters"), collectively referred to as "the Parties," have considered their mutual interests and have agreed to enter into this Tentative Agreement ("Agreement"), to resolve negotiations for the 2023-2026 Collective Bargaining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

To address both the updating of outdated job descriptions, which may include revisions to existing job duties, concerns about salary rates for certain positions as compared to the salaries for those positions in other school districts, and the need to fill vacancies in the M&O Department, the parties have met on several occasions regarding skilled and general maintenance workers. Through this process and supported by the study performed by School Services of California, it is clear that outdated job descriptions and low wages have contributed to a high vacancy rate. Therefore, the parties agree to the following to address all of these concerns:

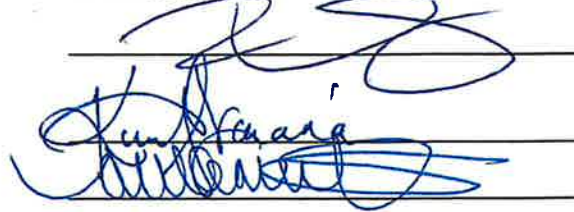
1. Realign the following classifications in Pay Range 533. Former step three becomes step one increasing each step by 5%, up to step five, then increasing the pay range by 2.5%
 - Carpenter
 - Electrician
 - Electronics Technician
 - Glazier/Carpenter
 - Heating and AC Mechanic
 - Locksmith Carpenter
 - Painter
 - Plumber
 - Roofer
 - Welder
2. Increase the following classifications by 12.5%
 - General Maintenance Worker – Pay Range 502
 - General Maintenance Worker, Senior – Pay Range 518
 - Fire Systems Technician – Pay Range – 581
 - Heating Equipment Lube/Service Tech – Pay Range 511

3. The parties agree to move the Electro-Mechanical Technician from Range 565 to Range 589 & increase Range 589 by 12.5%. This position is to retain the services and expertise of the designated individual. Upon the individual's retirement, the District and Teamsters agree that the position shall be eliminated without requiring a reduction in services resolution or layoff, and the associated 1.0 Full-Time Equivalent (FTE) may be reallocated to an additional HVAC Technician position, subject to the availability of funding.
4. The parties mutually acknowledge and agree that all current employees holding these positions shall retain their existing salary step placement. (For example, if an employee is currently on Range 589, step 2, and pursuant to this Agreement that range receives a salary increase, the employee will remain on Step 2.)
5. The parties acknowledge that the Maintenance Senior Leadworker position replaces the Plumber/Welding Leadworker Senior position without requiring a reduction in services resolution or layoff. This position will be at Range 589 & and the range will increase by 12.5%.
6. The parties mutually agree to adopt the updated job descriptions for each position as presented and incorporated by reference into this agreement as an attachment.
7. The parties hereby agree that the revised compensation rates shall become effective on **April 1, 2025**, and shall be implemented in accordance with the terms set forth in this agreement.
8. This Agreement reflects the completion of the Agreement reached between the Parties in Paragraph 4 of the June 23, 2023 Tentative Agreement.
9. 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



MEMORANDUM OF UNDERSTANDING
Between Mt. Diablo Unified School District and
Teamsters Local Union No. 856
Effects of Security Cameras
February 10, 2025

This Memorandum of Understanding concludes the parties' negotiations on the effects of installation of District-wide security cameras. The parties agree to the following:

1. The intended purpose in installing security cameras at District facilities is to ensure the safety and security of students, staff, visitors, and property.
2. The District shall not use security cameras to monitor employees' work or work habits in the absence of facts, circumstances or reports that, together with rational inferences drawn therefrom, would lead a reasonable person to believe a crime, workplace rule violation, or other instance(s) of misconduct may have been committed or is likely to be committed.
3. The District shall not use security cameras for the intended purpose of acquiring information as part of the formal evaluation process in the absence of the criteria set forth in section 2 above.
4. The District shall not use the security cameras to monitor an employee for the purpose of employee discipline in the absence of the criteria set forth in section 2 above.
5. The parties acknowledge that the criteria in section 2 above may be triggered in the course of viewing video footage for a different purpose other than that which originally prompted such legitimate review.

Any such review must be consistent with the intended purpose of the security cameras as stated in Section 1. Footage shall not be reviewed solely for the purpose of identifying employee work habits or performance outside of the criteria set forth in Section 2.

6. The District may use the security cameras to investigate matters of safety or security, workplace misconduct, or to establish the truth of a disputed issue of fact in an investigation.
7. No security cameras will be installed where there is a reasonable expectation of privacy in accordance with applicable law, such as bathrooms and locker rooms.
8. The security cameras shall not record audio except on District vehicles that transport students.

For the District



For Teamsters



Date

2/11/2025

Date

2/11/2025