

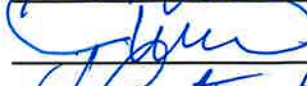





TENTATIVE AGREEMENT
between the
MT. DIABLO UNIFIED SCHOOL DISTRICT
and
TEAMSTERS LOCAL 856
February 12, 2025

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

