

Memorandum of Understanding (MOU)
Between the
Teamsters, Local No. 856
And
Mt. Diablo Unified School District

May 1, 2018

The Teamsters Local Union No. 856 ("Teamsters") and the Mt. Diablo Unified School District ("District") agree to the following in regards to the salary administration article of the contract as follows:

Article 24: Salary Administration shall be revised to read:

New Section: Definitions

1. Base pay is defined as the hourly rate of pay.
2. Enhanced Base pay is defined as Base Pay plus special compensation items.
3. Extra pay for continued service with the District is provided under a longevity-pay plan and is included in an employee's earnings as special compensation as a percentage on the enhanced base pay. Longevity is calculated using base pay plus special compensation which includes: shift differentials, temporary upgrade pay, off salary schedule pay and special assignment pays. Special Compensation must meet the requirements of CCR section 571 (1) and (2) in order for it to be reportable for CalPERS members.

Section C: Longevity shall be revised to read:

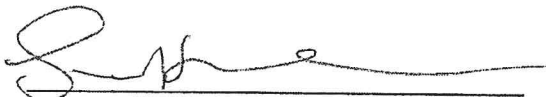
C. Longevity:

Extra pay for continued service with the District is provided under a longevity-pay plan and is included in an employee's earnings as special compensation as a percentage on the enhanced base pay. Effective July 1, 2017, employees completing ten (10) years of continuous service shall receive an additional three point five (3.5) percent of their salary schedule rate. An additional three point five (3.5) percent of the employee's salary schedule rate is received with the completion of each four (4) year period thereafter.

Between July 1, 2013 and June 30, 2017 employees completing ten (10) years of continuous service shall receive an additional three (3) percent of their salary schedule rate. Upon completing fifteen (15) years of continuous service the employee shall receive an additional three (3) percent of their salary schedule rate. An additional three point five (3.5) percent of the employee's salary schedule rate is received with the completion of each five (5) year period thereafter.

This agreement shall take effect upon approval of Teamsters and MDUSD, with pay retro from 1/1/2013 for the affected employees.

In witness thereof the Parties hereto have executed this Agreement on this 1st day of Ma, 2018



Juan Escobar, Labor Relations Representative
Teamsters, Local 856



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

Memorandum of Understanding (MOU)
Between the
California School Employees Association, Mt. Diablo Chapter 43
And
Mt. Diablo Unified School District

May 1, 2018

The California School Employees Association, Mt. Diablo Chapter 43 ("CSEA") and the Mt. Diablo Unified School District ("District") agree to the following in regards to the salary administration article of the contract as follows:

Article 23: Salary Administration shall be revised to read:

New Section: Definitions

1. Base pay is defined as the hourly rate of pay.
2. Enhanced Base pay is defined as Base Pay plus special compensation items.
3. Extra pay for continued service with the District is provided under a longevity-pay plan and is included in an employee's earnings as special compensation as a percentage on the enhanced base pay. Longevity is calculated using base pay plus special compensation which includes: shift differentials, temporary upgrade pay, off salary schedule pay and special assignment pays. Special Compensation must meet the requirements of CCR section 571 (1) and (2) in order for it to be reportable for CalPERS members.

Section 83: Longevity shall be revised to read:

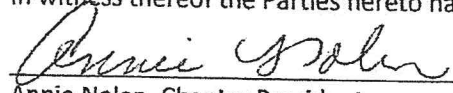
83. Longevity:


Extra pay for continued service with the District is provided under a longevity-pay plan and is included in an employee's earnings as special compensation as a percentage on the enhanced base pay. Effective July 1, 2017, employees completing ten (10) years of continuous service shall receive an additional three point five (3.5) percent of their salary schedule rate. An additional three point five (3.5) percent of the employee's salary schedule rate is received with the completion of each four (4) year period thereafter.


Between July 1, 2013 and June 30, 2017 employees completing ten (10) years of continuous service shall receive an additional three (3) percent of their salary schedule rate. An additional three (3) percent of the employee's salary schedule rate is received with the completion of each five (5) year period thereafter.

This agreement shall take effect upon approval of CSEA and MDUSD, with pay retro from 1/1/2013 for the affected employees.

In witness thereof the Parties hereto have executed this Agreement on this 1st day of May, 2018


Annie Nolen, Chapter President
CSEA Mt. Diablo 43


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


David Sanford, Labor Relations Representative
CSEA

Memorandum of Understanding (MOU)
Between the
CST, Local 1/AFSCME
And
Mt. Diablo Unified School District

June 25, 2018

The Clerical, Secretarial, and Technical Unit, Public Employees Union, Local 1/AFSCME ("CST") and the Mt. Diablo Unified School District ("District") agree to the following in regards to the salary administration article of the contract as follows:

Article 42: Salary Administration shall be revised to read:

New Section: Definitions

1. Base pay is defined as the hourly rate of pay.

2. Enhanced Base pay is defined as Base Pay plus special compensation items.

Extra pay for continued service with the District is provided under a longevity-pay plan and is included in an employee's earnings as special compensation as a percentage on the enhanced base pay. Longevity is calculated using base pay plus special compensation which includes: shift differentials, temporary upgrade pay, off salary schedule pay and special assignment pays. Special Compensation must meet the requirements of CCR section 571 (1) and (2) in order for it to be reportable for CalPERS members.

Section 131: Longevity shall be revised to read:

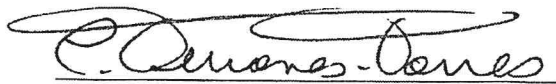
131. Longevity:

Extra pay for continued service with the District is provided under a longevity-pay plan and is included in an employee's earnings as special compensation as a percentage on the enhanced base pay. Effective July 1, 2017, employees completing ten (10) years of continuous service shall receive an additional three point five (3.5) percent of their salary schedule rate. An additional three point five (3.5) percent of the employee's salary schedule rate is received with the completion of each four (4) year period thereafter.

Between July 1, 2013 and June 30, 2017 employees completing ten (10) years of continuous service shall receive an additional two point five (2.5) percent of their salary schedule rate. An additional two point five (2.5) percent of the employee's salary schedule rate is received with the completion of each five (5) year period thereafter.

This agreement shall take effect upon approval of CST and MDUSD, with pay retro from 1/1/2013 for the affected employees.

In witness thereof the Parties hereto have executed this Agreement on this 25th day of June, 2018



Carmen Terrones-Torres, President
CST, Local 1



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

Amendment to the Supervisory Unit Handbook
Mt. Diablo Unified School District

June 25, 2018

The Mt. Diablo Unified School District ("District") is amending the Supervisory Unit Handbook dated December 2017 to include the following in regards to salary administration as follows:

Section H: Salary Administration shall be revised to read:

New Section: Definitions

1. Base pay is defined as the hourly rate of pay.

2. Enhanced Base pay is defined as Base Pay plus special compensation items.

Extra pay for continued service with the District is provided under a longevity-pay plan and is included in an employee's earnings as special compensation as a percentage on the enhanced base pay. Longevity is calculated using base pay plus special compensation which includes: shift differentials, temporary upgrade pay, off salary schedule pay and special assignment pays. Special Compensation must meet the requirements of CCR section 571 (1) and (2) in order for it to be reportable for CalPERS members.

Item 3: Longevity shall be revised to read:

3. Longevity:

Extra pay for continued service with the District is provided under a longevity-pay plan and is included in an employee's earnings as special compensation as a percentage on the enhanced base pay. Effective July 1, 2017, employees completing ten (10) years of continuous service shall receive an additional three point five (3.5) percent of their salary schedule rate. An additional three point five (3.5) percent of the employee's salary schedule rate is received with the completion of each four (4) year period thereafter.

Between July 1, 2013 and June 30, 2017 employees completing ten (10) years of continuous service shall receive an additional three (3) percent of their salary schedule rate. Upon completing fifteen (15) years of continuous service the employee shall receive an additional three (3) percent of their salary schedule rate. An additional three point five (3.5) percent of the employee's salary schedule rate is received with the completion of each five (5) year period thereafter.

This amendment shall take effect upon approval the Mt. Diablo Unified School District School Board, with pay retro from 1/1/2013 for the affected employees.

Supervisory Unit Representatives:
Teresa Bergum

District Representatives:
Samantha Espinosa, Assistant Director of Personnel