

## **SUMMARY OF TENTATIVE AGREEMENT**

Between Mt. Diablo Educators' Association and the Mt. Diablo Unified School District  
to be acted upon by the Governing Board at its meeting on March 26, 2014.

### **GENERAL:**

If this Public Disclosure is not applicable to all of the District's bargaining units, indicate the current status of the other units.

Certificated: MDEA included here. MDSPA not settled.

Classified: Local #1 CST settled, CSEA settled, M&O (now Teamsters) not settled.

The proposed agreement covers the following period: 7/1/2013 – 6/30/2016

**COMPENSATION:** Effective 7/1/2013, a 3% increase to the salary schedule. Effective mid-year in the 2014-2015 school year a 2% increase to the salary schedule. Effective 1/1/2015 the provision of medical benefits will change to the 2010 Kaiser cap for 1 or 2 parties (family capped at 2 party 2010 rate). Effective mid-year in the 2015-2016 school year a 4% increase to the salary schedule. Effective 1/1/2016 the provision of medical benefits will change to the 2010 Kaiser cap for 1, 2 or 3 party plans.

Current year total cost increase for :

MDEA	Unrestricted	Partially	Restricted	Other Funds	Total
Salaries	2,294,964	514,803	282,495	0	3,092,262
Statutory	296,316	66,930	36,093	0	399,339
Health	0	0	0	0	0
Total	2,591,280	581,733	318,588	0	3,491,601

In the second year of the multi-year projections, the cost is the amounts shown below:

MDEA	Unrestricted	Partially	Restricted	Other Funds	Total
Salaries	3,082,902	691,552	379,485	0	4,153,939
Statutory	398,051	89,909	48,485	0	536,445
Health	4,996,496	1,180,722	805,032	0	6,982,250
Total	8,477,449	1,962,183	1,233,002	0	11,672,634

In the third year of the multi-year projections, the cost is the amounts shown below:

MDEA	Unrestricted	Partially	Restricted	Other Funds	Total
Salaries	5,478,232	1,228,869	674,334	0	7,381,435
Statutory	707,326	159,766	86,156	0	953,248
Health	7,780,731	1,838,665	1,253,626	0	10,873,022
Total	13,966,289	3,227,300	2,014,116	0	19,207,705

The current year effects of the settlement were included at first interim report. The second and third year effects of the settlement were included in the second interim report.

**OTHER PROVISIONS:**

Other Compensation: (off schedule stipends, bonuses, etc.)

A practice begun in 2013 to pay new teachers at the staff development rate for the two "new teacher" days has been codified into the agreement. (Cost in 2013 approximately \$25,000, but will vary based on the number of new teachers each year.)

Non-Compensation: (Class Size Reduction, Teacher Prep Time, etc.) Language has been added clarifying site time and duty free lunch.

*TOTAL COST OF COMPENSATION INCREASE:* \$3,491,601 in 2013-14 across all funding sources as indicated above, \$11,672,634 in 2014-15 and \$19,207,705 in 2015-16.

WAS THIS COST INCLUDED IN THE LATEST PROJECTIONS PROVIDED TO THE COUNTY OFFICE? The costs were included in the second interim report.

**SOURCE FUNDING:**

The following source(s) of funding have been identified to fund the proposed agreement: All resources where currently FTE are charged will fund the increase. The categorical programs are reducing other expenditure budgets to offset their payments.

**FISCAL IMPACT IN CURRENT YEAR:** \$3,491,601 as described above.

**FISCAL IMPACT IN FUTURE YEARS:** \$11,672,634 and \$19,207,705 as described above. The following assumptions were used to determine that resources would be available to fund these obligations in future fiscal years:

**Growing Districts:** N/A

**Declining Enrollment Districts:**

The revenue assumptions have been updated to reflect the Governor's January budget. As we continue to receive updated information with regard to the Local Control Funding Formula, resources will be adjusted and both revenues and expenses moved accordingly.

### **CERTIFICATION**

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

The certification is based on the most recent available information on state apportionments, property taxes and other sources of ongoing revenue as well as the most recent reasonable projections of ongoing expense.

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 in accordance with the requirements of AB1200, AB2756 and Government Code 3547.5.

The Superintendent and Chief Business Official of the district certify that, based on the best of their knowledge as of the date of this certification, the district will be able to meet the costs incurred under the proposed agreement over the term of the agreement. Furthermore, all necessary adjustments to the current budget have been or will be made in order to provide the funding for the settlement that is outlined in this statement of disclosure.

\_\_\_\_\_  
Nellie Meyer, Ed.D., Superintendent

\_\_\_\_\_  
Date

\_\_\_\_\_  
Bryan Richards, Chief Financial Officer

\_\_\_\_\_  
Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on March 26, 2014, took action to approve the proposed agreement.

\_\_\_\_\_  
Barbara Oaks, President, Governing Board

\_\_\_\_\_  
Date