

### Article 25-Salary Counter-Proposal

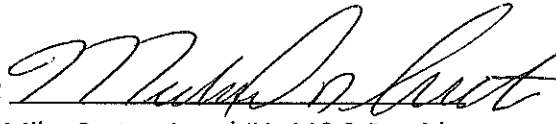
#### For the 2013/14 School Year Only

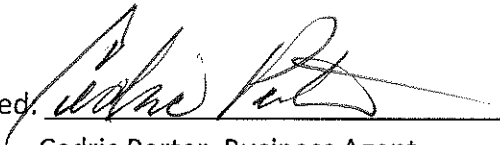
- Effective July 1, 2013, a 3.0% ongoing salary increase. Reconciliation of hours subject to retroactivity shall include all hours worked prior to District Board approval of the Contract. The base pay reconciliation will be made separately for overtime and other payments (if any) as indicated below.
- A 2.0% one-time (off-schedule) payment; payment is based upon July 1, 2013 salary increase, including any adjustments to base salary i.e.; differential pay, longevity pay, working out of class pay. Only those unit members who are still employed at the date of ratification of the tentative agreement between the Board and the District ("TA") shall be entitled to receive the 2% one-time payment.
- The District shall implement the Contract adjustments to base salary and the one-time payment as follows:
  - **3% Payment of Regular Salary:** If the Board ratifies the TA by the 15th of the month, then the 3% on-schedule adjustment for regular pay will be made at the end of the same month of Board ratification. Otherwise, the 3% on-schedule adjustment of regular pay will be made at the end of the month following Board ratification
  - **3% Adjustment to Retroactive Overtime:** If the Board ratifies the TA by the 15th of the month, then the 3% adjustment for retroactive overtime payments will be made at the end of the month following the month in which the 3% on-schedule increase is implemented. Otherwise, the adjustment of the 3% retroactive overtime will be made two months after the 3% on-schedule increase is implemented.
  - **2% One-time Off-schedule Payment:** this payment will be made separately from the other above-referenced payments. If the Board ratifies the TA by the 15th of the month, then the 2% one-time payment will be made at the end of the month following the month in which the 3% on-schedule increase is implemented. Otherwise, the adjustment of the 3% retroactive overtime will be made two months after the 3% on-schedule increase is implemented.
- **Me Too Agreement:**  
"For the 2013-14 school year only, the parties agree that if the District and other recognized exclusive representatives and represented groups negotiate a total compensation increase in excess of what Local One (M&O) is receiving under this contract, then M&O shall receive the same increase based on the proportional share of total compensation expenditures of the District for all employee groups. Compensation is defined as salary benefits, cash in lieu of benefits, stipends for advance degrees, and days of work. Total compensation expressly excludes any payment the District decides to provide for the additional two (2) workdays new teachers are required to work in excess of returning teachers work year. This "Me Too" agreement shall be considered a part of


the salary agreement for the 2013-14 school year only. The parties shall renegotiate salary in the remaining years of the contract”.

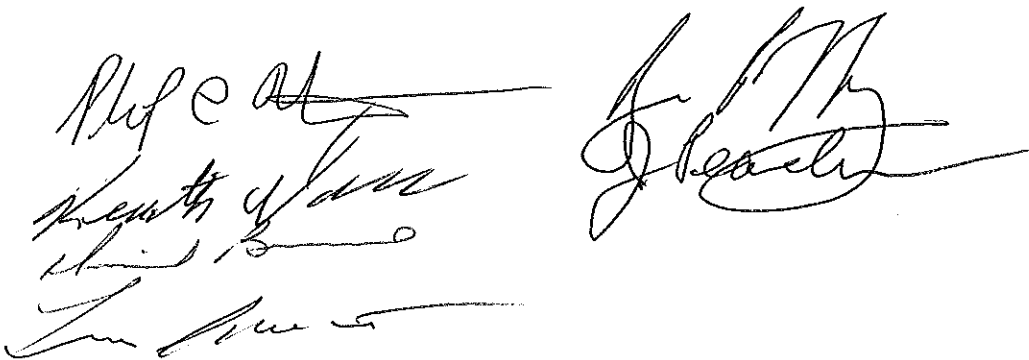
**For the 2014-15 and 2015-16 School Years**

- The Parties shall reopen on the salary (25) and healthcare (26) Articles only.
- All other Contract provisions shall be closed through June 30, 2016.

Signed:  Dated: November 21, 2013  
Mike Carter, Local #1, M&O President

Signed:  Dated: November 21, 2013  
Cedric Porter, Business Agent

Signed:  Dated: November 21, 2013  
Julie Braun Martin, MDUSD

 The bottom of the page contains several handwritten signatures and notes. On the left, there are three lines of cursive text that appear to be a signature and some illegible notes. On the right, there is a large, stylized signature that looks like 'J. Beach'.