

Memorandum of Understanding Between
California School Employees Association
And
Mt. Diablo Unified School District

Hiring & Retention Bonuses

This Memorandum of Understanding (“MOU”) is entered into, by and between the Mt. Diablo Unified School District (“MDUSD” or “the District”) and the California School Employee Association, Mt. Diablo Chapter 43 (“CSEA”).

Once approved by the Board of Education, the language below shall take effect September 1, 2022. This agreement will expire on August 31, 2023.

All CSEA employees employed by Mt. Diablo Unified School District prior to June 30, 2021 and still employed by Mt. Diablo Unified School District on September 25, 2022 will receive:

A \$1500 stipend for employee retention for working on or beyond September 25, 2022, paid in two different payments. \$1000 paid on October 10, 2022. The remaining \$500 will be paid on the August 2023 paycheck for these same employees who were employed by MDUSD prior to June 30, 2021 and still employed by MDUSD on August 20, 2023.

All new CSEA employees hired after June 30, 2021 would be eligible to receive the following:

\$500 – to be earned at the end of the first 30 days of employment and paid on the subsequent pay period; \$500 – to be earned at the end of the first 6 months (180 days) of employment and paid on the subsequent pay period; last \$500 – to be earned at the end of the first 12 months (356 days) of employment and paid on the subsequent pay period.

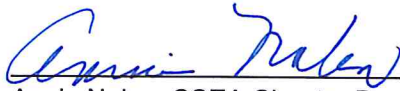
Employees hired after 9/15/2022 and until 12/31/2022 – \$500 – to be earned at the end of the first 30 days of employment and paid on the subsequent pay period; \$500 – to be earned at the end of the first 6 months (180 days) of employment and paid on the subsequent pay period; last \$500 – to be earned as of the last day of the school year to be paid on the subsequent pay period.

Employees hired after 1/1/2023 - \$500 – to be earned at the end of the first 30 days of employment and paid on the subsequent pay period.

Transportation Assistants hired prior to August 31, 2022 are eligible for the retention bonus outlined above.

Campus Supervisors and Campus Supervisors II's hired prior to August 31, 2022 are eligible for the retention bonus outlined above.

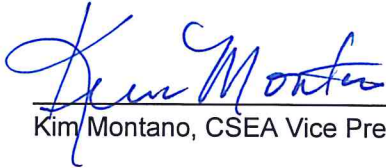
No employee shall receive both a hiring bonus and a retention bonus under this Memorandum of Understanding. The payment for paraprofessionals will be made using AB86 funds.



Annie Nolen, CSEA Chapter President



Ryan Sheehy, Director of Human Resources, MDUSD



Kim Montano, CSEA Vice President



Denise Ingham, CSEA Communications Officer

Vikke Phalen, CSEA Treasurer