

FINAL MDUSD AND CST CONTRACT NEGOTIATIONS *post ratification April 2024*

- **Article 2: Coverage**
 - Organized the classifications within this bargaining unit. Remove, update to match current jobs and salary schedule.
- **Article 6: General Leaves**
 - Removed redundant language, and defined “immediate family” to follow law.
- **Article 7: Personal Necessity Leave**
 - Reorganization of information for clarity. No new language.
- **Article 12: Industrial Accident/Illness Leave**
 - Removed language requiring employees on leave to stay within the state.
- **Article 14: New Parent Leave**
 - Lines up leave language including differential pay per CA EdCode, and allow the employee to complete a full 12-work week of parental leave. Additionally corrects the phrase of Parental Leave rather than bonding leave.
- **Article 18: Sick Leave Accrual**
 - Under Extended Sick Leave follows CA EdCode for differential pay.
- **Article 19: Mileage**
 - Clarified this allowance is for miles actually driven and not including travel to and from home.
- **Article 20: Employee expenses and materials**
 - Clarified what the District will provide and may require: ID badges, emblems, and business cards at no expense to the employee.
- **Article 22: Evaluation**
 - Removed language that is not applicable to their bargaining unit such as the frequency of evaluation to their step in classification. Clarified the probationary period is dictated by law.
- **Article 26: Safety**
 - Supervisor will notify the employee within 15 work days following the work order process and timeline. Will also develop an online form for submission.
- **Article 31: Hours of Work**
 - Grammatical corrections and removal of language that was counter to article regarding that hours of work may be changed.
- **Article 33: Holidays**
 - Addition of Juneteenth.
- **Article 42: Salary Administration**
 - Added that at hiring people may be notified of an opportunity for testing for bilingual services if the site or program has been identified as a need.
- **Article 43: Salary**
 - CST Salary Schedule shall be increased by nine percent (9%) effective July 1, 2024 for the 2024-2025 school year. For the 2025-2026 school year will receive the same percentage salary (or increase to medical benefits contribution) as agree to between the District and MDEA; if the District reaches a final, ratified, and approved agreement with MDEA.
- **Article 44: Employee Benefits**
 - 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 2024 and 2025 benefit plan years (January 1, 2024 through December 31, 2025). The full 2025 Kaiser CalPERS rate will establish a new minimum dollar amount of District medical benefits contribution. Effective January 1, 2026 and moving forward, in each subsequent Benefit Year, the District will pay eighty percent (80%) of the annual increase of the Kaiser CalPERS rate for that Benefit Year for each applicable tier; provided that the dollar increase does not exceed four percent (4%) of the then current dollar

cost. Should the dollar cost increase in any year exceed four percent (4%), the District share will be calculated to include eighty percent (80%) of the first four percent (4%) increase and the employee's share shall be the remaining twenty percent (20%) of the first four percent (4%) increase. In any year the increase exceeds four percent (4%), the amount over four percent (4%), shall be paid by the employee, unless the District and CST negotiate a different amount. If this is the case, the District share may be less than eighty percent (80%) of the then current Kaiser CalPERS rate.

- In the event that the dollar cost increase exceeds four percent (4%) and the District/Bargaining unit negotiation regarding any excess percentage share begin, benefit coverage will continue. Members will not be at risk of losing coverage during these negotiations.

[No change to paragraphs 124 c. and d.]

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- **Article 45: Term**

- This agreement shall have a three-year term from July 1, 2024 to June 30, 2027. The agreement completely closes negotiations for the 2024-2025 and 2025-2026 school years. The agreement is open for the 2026-2027 on salary, benefits, and one article selected by CST and one article selected by the District.