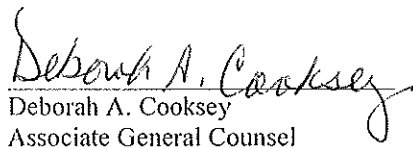


MDUSD/CSEA MT. DIABLO 43
TENTATIVE AGREEMENT ON 2014/15 RE-OPENER (BENEFITS)
November 17, 2014

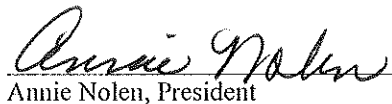
Article 25—Employee Benefits

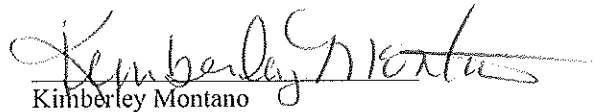
- All unit members currently taking District-paid health benefits at the time of ratification will receive a one-time pre-tax health care bridge of approximately \$113,175.29. The bridge will take effect on January 1, 2015 and will be paid through June 30, 2015 only. The unit will determine how to divide the health care medical bridge proceeds among members taking benefits at the time of ratification.
- Beginning on July 1, 2015, the District will pay up to 80% of the 2015 Kaiser rate for each applicable tier: approximately \$571.56 Single, \$1,143.12 Two-Party, and \$1,486.06 Family (the "Cap Rate") for employees who work at least 6 hours a day and 30 hours a week. Eligibility for the full Cap Rate shall also apply to those employees whose scheduled work hours total at least 30 hours per week even if they are scheduled to work less than 6 hours per day. The employee will pay 100% of any increase in health benefit costs over the Cap Rate.
- Retroactive to July 1, 2014, the District will increase the in lieu payment for those employees not taking benefits, bringing the in lieu payment from \$100 per month to \$140 per month. Unit members are still required to adhere to existing contract provisions in order to receive in lieu payments.
- The District will continue to pay the full cost of vision and dental benefits for all employees working 4 or more hours per day and 20 or more hours per week.
- The Parties shall reopen on Article 24-Salary and Article 25-Employee Benefits for 2015/16. The Parties shall also work in good faith to mutually agree on one additional item to reopen. If both Parties are unable to mutually agree, then each side may open one additional item for a total of four (4) items: Salary, Employee Benefits + up to two other items. The Parties shall reopen bargaining no later than March 17, 2015.
- All other provisions of this article remain in effect.

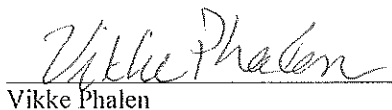
FOR THE DISTRICT


Deborah A. Cooksey
Associate General Counsel

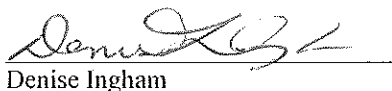
FOR CSEA

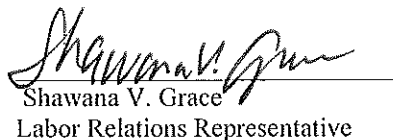

Annie Nolen, President


Kimberley Montano


Vikke Phalen


Ron Kenela


Denise Ingham


Shawana V. Grace
Labor Relations Representative