

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

Mt. Diablo Unified School District

SCHOOL DISTRICT

Government Code Section 3547.5: **Before** a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement, including, but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer.

Intent of Legislation: To ensure that members of the public are informed of the major provisions of a collective bargaining agreement before it becomes binding on the school district.

(This information is pulled from the SUMMARY section of this file which should be completed FIRST)

MAJOR PROVISIONS OF PROPOSED AGREEMENT WITH THE

MDEA

BARGAINING UNIT

To be acted upon by the Governing Board at its meeting on

12/13/23

A. PERIOD OF AGREEMENT:

The proposed bargaining agreement covers the period beginning and ending for the following fiscal years **2023-24**

01/01/24

06/30/25

2023-24, 2024-25,

B. TOTAL COST CHANGE TO IMPLEMENT PROPOSED AGREEMENT (SALARIES & BENEFITS)

The total change in costs for salaries and employee benefits in the proposed agreement:

1. Current Year Costs Before Agreement

\$187,034,650.00

2. Current Year Costs After Agreement

\$208,192,992.41

3. Total Cost Change

\$21,158,342.41

4. Percentage Change

11.31%

5. Value of a 1% Change

\$1,725,538.16

C. PERCENTAGE SALARY CHANGE FOR AVERAGE, REPRESENTED EMPLOYEE

The total percentage change in salary, including annual step and column movement on the salary schedule (as applicable), for the average, represented employee under this proposed agreement:

1. Salary Schedule change
(% Change To Existing Salary Schedule)
(% change for one time bonus/stipend or salary reduction)

9.0%

2. Step & Column
(Average % Change Over Prior Year Salary Schedule)

1.4%

3. TOTAL PERCENTAGE CHANGE FOR THE
AVERAGE, REPRESENTED EMPLOYEE

10%

4. Change in # of Work Days (+/-) Related to % Change

5. Total # of Work Days to be provided in Fiscal Year

6. Total # of Instructional Days to be provided in Fiscal Year
(applicable to Certificated BU agreements only)

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Mt. Diablo Unified School District

SCHOOL DISTRICT

D. PERCENTAGE BENEFITS CHANGE FOR BOTH STATUTORY AND DISTRICT-PROVIDED EMPLOYEE BENEFITS INCLUDED IN THIS PROPOSED AGREEMENT:

1.	Cost of Benefits Before Agreement	\$46,254,501.00
2.	Cost of Benefits After Agreement	\$54,742,630.00
3.	Percentage Change in Total Costs	18.35%

E. IMPACT OF PROPOSED AGREEMENT ON DISTRICT RESERVES

State-Recommended Minimum Reserve Level (after implementation of Proposed Agreement)

1.	Based On Total Expenditures and Other Uses in the General Fund of:	\$514,971,564.00
2.	Percentage Reserve Level State Standard for District:	3.0%
3.	Amount of State Minimum Reserve Standard:	\$15,449,146.92

SUFFICIENCY OF DISTRICT UNRESTRICTED RESERVES to meet the minimum recommended level AFTER IMPLEMENTATION OF PROPOSED AGREEMENT:

GENERAL FUND RESERVES (Fund 01 Unrestricted ONLY)

4.	Reserve for Economic Uncertainties (Object 9789)	\$15,449,146.92
5.	Unassigned/Unappropriated (Object 9790)	\$881,304.08
6.	Total Reserves: (Object 9789 + 9790)	\$16,330,451.00

SPECIAL RESERVE FUND (Fund 17, as applicable)

7.	Reserve for Economic Uncertainties (Object 9789)	
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TOTAL DISTRICT RESERVES, applicable to State Minimum Reserve Standard:

8.	General Fund & Special Reserve Fund:	\$16,330,451.00
9.	Percentage of General Fund Expenditures/Uses	3.17%
	Difference between District Reserves and Minimum State Requirement	\$881,304.08

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Mt. Diablo Unified School District

SCHOOL DISTRICT

F. MULTIYEAR CONTRACT AGREEMENT PROVISIONS

LCFF COLA is projected at 8.22% for 2023-24, 3.94% for 2024-25 and 3.29% for 2025-26; Enrollment projected at 29,064 for current year and two subsequent years, which is based on current trend for the pending CALPADS report. Flat enrollment is projected since the district's enrollment has increased the past two fiscal years due to TK expansion. ADA is being projected at 93.5%, currently the District is trending at 94.5% for the first three months of the 23-24 school year. UPP is projected at 47% for the current year and two subsequent years based on current

G. FINANCIAL IMPACT OF PROPOSED AGREEMENT IN SUBSEQUENT FISCAL YEARS

The following assumptions were used to determine that resources will be available to fund these obligations in future fiscal years (including any compensation and/or noncompensation provisions specified below that have been agreed upon if the proposed agreement is part of a multi-year contract):

The flat enrollment, increased ADA to enrollment percentage and the implementation of a 3-year average LCFF calculation, increased additional LCFF investments, anticipated reduction in contract costs as a result of employee retention with competitive salaries provide adequate funds for this agreement and will enable the District to maintain the required 3% reserve for all three years of the current MYP.

H. NARRATIVE OF AGREEMENT

The tentative agreement with MDEA is for a 9% ongoing salary increase effective July 1, 2024. The tentative agreement also provides MDEA members 100% of the Kaiser tier rates effective January 1, 2024 through December 31, 2025 (24 months) at which time the District will go back to covering 80% of the Kaiser tier rates. The following are the 2024 rates for single @ \$1,021.41 per month, single plus one @ \$2,042.82 and family @ \$2,655.67. Overall, this is a 38.9% increase to the health benefit coverage.

I. SOURCE OF FUNDING FOR PROPOSED AGREEMENT

The following source(s) of funding have been identified to fund the proposed agreement

The Unrestricted fund balance and projected increased LCFF funding, which includes utilizing LCFF supplemental carryover funds to cover the projected increased costs related to the 24 months (January 1, 2024 to December 31, 2025) of 100% Kaiser rates. Please see 2023-24 First Interim MYP which shows how the District plans to maintain the required 3% reserve as well as the commitment of \$20M if the 2024-25 COLA drops to 1%.

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Mt. Diablo Unified School District

SCHOOL DISTRICT

CERTIFICATION

To be signed by the District Superintendent AND Chief Business Official when submitted for Public Disclosure and by the Board President after formal action by the Governing Board on the proposed agreement.

Districts with a Qualified or Negative Certification: Per Government Code 3540.2, signatures of the District Superintendent and Chief Business Official must accompany the Summary Disclosure sent to the County Superintendent for review 10 days prior to the board meeting that will ratify the agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted for public disclosure in accordance with the requirements of AB 1200, AB 2756 and GC 3547.5.

We hereby certify that the costs incurred by the school district under this agreement can be met by the district during the term of the agreement.

District Superintendent - signature

12/4/23
Date

Chief Business Official- signature

12/4/2023
Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on 12/13/2023 took action to approve the proposed Agreement with the MDEA Bargaining Unit.

*President, Governing Board
(signature)*

Date

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE **SCHOOL DISTRICT**
WITH THE **BARGAINING UNIT (BU)**

To be acted upon by the Governing Board at its meeting on :
 Budget Revisions to be INPUT no later than 45 days after approval: (will calc + 45 days) |
 Estimated Agreement Payment Date

GENERAL

Section 1: STATUS OF BARGAINING UNIT AGREEMENTS

This document is REQUIRED whenever a NEW or AMENDED agreement is ratified.

If this Public Disclosure is not applicable to all of the District's bargaining units, indicate the current status (whether settled or pending settlement) of the remaining units:

(Separate disclosures should be made for each bargaining unit agreement)

		# FTE Represented
Certificated:	<input type="text" value="Mt. Diablo Education Assoc. (MDEA); Mt. Diablo School Psychologist Assoc. (MDSPA) - settled for 2023/24 fiscal year"/>	1,626.65
Classified:	<input type="text" value="Clerical, Secretarial, Technical Unit, Local One (CST); Teamsters Local Union No. 856; California School Employees Assoc. (CSEA) - settled for 2023/24 fiscal year"/>	1,046.49

Section 2: PERIOD OF AGREEMENT

The proposed agreement covers the period beginning on:
 and ending on:

If this agreement is part of a multi-year contract, indicate ALL fiscal years covered:

Fiscal Years:	2023-24	2024-25	
Reopeners: Yes or NO ?	No	No	

if Yes, what Areas?

COMPENSATION PROVISIONS

Section 3: SALARIES: PERCENTAGE CHANGE IN SALARIES IN PROPOSED AGREEMENT:

The proposed agreement includes the following costs for salaries for the above-mentioned Bargaining unit:

Current Year Salary Cost Before Settlement (Based on Year to Date (YTD) Actuals Projected through 6/30):	\$ 140,780,149
Current Year Salary Cost After Settlement (Include any retroactive pay increases or (decreases) or one time bonuses/stipends or (reductions), as applicable):	\$ 153,450,362
Total Cost Increase or (Decrease):	\$12,670,213
Percentage Increase or (Decrease):	9.00%

SALARY CHANGE FOR AN AVERAGE, REPRESENTED EMPLOYEE FROM PRIOR YEAR

(Includes annual step/column movement on schedule):

<u>Salary Increase or (Decrease)</u>	
% increase or (decrease) to existing schedule	9.00% per employee
% increase or (decrease) for one-time bonus/stipend or (salary reduction)	0.00% per employee
<u>Step & column</u>	
average % annual change over the prior year schedule	1.35% per employee
TOTAL PERCENTAGE CHANGE FOR AVERAGE REPRESENTED EMPLOYEE	10.35% per employee

Indicate Change in # of Work Days, Furlough or Additional, Related to % Change
 Indicate Total # of Work Days to be provided for fiscal year:
 Indicate Total # of Instructional Days to be provided for fiscal year:

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Mt. Diablo Unified School District

SCHOOL DISTRICT

Section 4: BENEFITS: PERCENTAGE CHANGE IN EMPLOYEE BENEFITS IN PROPOSED AGREEMENT:

The proposed agreement includes the following costs for employee statutory and health/welfare benefits:

Statutory Benefits: *(object 3XXX less 34XX)*

(STRS, PERS, Workers Compensation, Unemployment Insurance, Social Security, Medicare)

Total Statutory Benefit Costs:

Current Costs:

\$	31,773,667
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Proposed Costs:

\$	34,633,297
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Total Cost Increase or (decrease):

\$	2,859,630
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Percentage Change:

9.00%	
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District Health and Welfare Plans - *Object 34XX* (Medical, Dental, Vision, Life Insurance, Other)

Total Health and Welfare Costs:

Current Costs:

\$	14,480,834
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Proposed Costs:

\$	20,109,333
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Total Cost Increase or (decrease):

\$	5,628,499
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Percentage Change:

38.87%	
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Indicate if Health/Welfare Benefits are Capped: (Include details such as different caps per health plans or any super composite rates. Also, indicate if cap includes health benefits only or also other insurances.)

The tentative agreement includes the coverage of 100% of the Kaiser tier rates for single, single plus one and family for 24 months (January 1, 2024 - December 31, 2025.) The figures in the below boxes reflect the increase for the monthly family rate.

Current Cap:	\$	1,912.23	
Proposed Cap:	\$	2,655.67	
Average Capped Amount increase or (decrease) per employee		\$743.44	38.88%

**TOTAL COST OR (SAVINGS) OF COMPENSATION CHANGES
(REGARDLESS OF WHETHER PREVIOUSLY BUDGETED IN WHOLE OR IN PART)**

Section 5: TOTAL COST INCREASE OR (SAVINGS) FOR SALARIES AND BENEFITS IN THE PROPOSED AGREEMENT:

Current Year Combined Cost Before Settlement: *(data pulls from above)*

(Based on YTD Actuals Projected through 6/30 and current agreement)

Salaries	\$	140,780,149	
Benefits	\$	46,254,501	
Total:	\$	187,034,650	

Current Year Cost After Settlement: *(data pulls from above)*

(Include any retroactive pay increases or (decreases) or one-time bonuses/stipends or (reductions)):

Salaries	\$	153,450,362	
Benefits	\$	54,742,630	
Total:	\$	208,192,992	

TOTAL COST INCREASE OR (DECREASE)	\$	21,158,342
<i>(This amount should tie to the multiyear projection sections for 1XXX-3XXX)</i>		
PERCENTAGE CHANGE	11.31%	
1% CHANGE IN SALARY AND STATUTORY BENEFIT COSTS (prior to any settlements):	\$	1,725,538

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Mt. Diablo Unified School District

SCHOOL DISTRICT

OTHER PROVISIONS (COMPENSATION AND NON-COMPENSATION)

Section 6: The following are additional compensation and non-compensation provisions contained in the proposed agreement: (Indicate, **IN DETAIL**, the terms of the agreement covered in each section)

A. OTHER COMPENSATION: Off-Schedule Stipends/Bonuses, Reductions, etc. (amounts, staff affected, total cost and/or savings).

B. NON-COMPENSATION: Class Size Changes (indicate before and after class sizes/grades affected; and, if applied for CDE waiver (attach copy)), Staff Development Days, Teacher Prep Time, etc..

The tentative agreement also includes a Memorandum of Understanding that a parcel tax committee be established to explore an initiative that would fund lower class sizes in the District, the projected cost is estimated to not exceed \$50,000 for a survey which will be paid from budgeted unrestricted LCFF base funds in fiscal year 2023-24.

C. REOPENERS, CONTINGENCY AND/OR RESTORATION LANGUAGE: Describe specific areas identified for Reopeners, Contingency, and/or Restoration (include triggers and timing). Provide copy of Board Action to BAS upon approval.

Section 7: State Minimum Reserve Standard Calculation:

Total Expenditures and Other Uses: *(pulls from MYP Sec. 9)*
 Minimum State Reserve Percentage (input %)
 Minimum State Reserve Requirement: *(Formula includes Total Exp/Uses x Minimum Reserve %)*

\$	514,971,564.00
	3%
\$	15,449,146.92

FISCAL IMPACT IN CURRENT AND TWO SUBSEQUENT FISCAL YEARS

Section 8: Date of governing board approval of budget revisions in Section 9, Col.2 (below) in accordance with E.C. 42142 and Government Code 3547.5.
 (Pulls from above Governing Board Date plus 45 days)

12/13/2023

Provide proof that board-approved budget revisions have been input within 45 days. Date budget revisions input/BT #'s:

BT #'s:	12/13/2023
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If the board-approved revisions input are different from the proposed budget adjustments in Col. 2 provide a detailed explanation of differences.

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Mt. Diablo Unified School District

SCHOOL DISTRICT

Section 9: IMPACT OF PROPOSED AGREEMENT ON THE GENERAL FUND BUDGET IN CURRENT AND TWO SUBSEQUENT FISCAL YEARS. (Reflect both Unrestricted and Restricted General Fund Budget Amounts)

	Current Fiscal Year 2023 -2024			
	(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
<i>Please NOTE: The title reflected in Col. 1 can be modified if the agreement is being approved along with the Adopted Budget Process. In this case, Col. 4 should reflect the Adopted Budget including the salary agreement and Col. 1 would reflect the Adopted Budget less Col. 2, the actual cost of the agreement.</i>	Latest Board-Approved Budget Before Settlement - As of 7/1/2023	Adjustments as a Direct Result of this Proposed Settlement	Other Revisions & MYP Assumptions (Including Other Proposed BU Agreements) Required to support cost of agreement (i.e. "me-too")	Projected District Budget After Settlement of Agreement and Other Adjustments (Cols. 1 + 2 + 3)
OPERATING REVENUES: LCFF ADA	ADA= 27,649.74			ADA= 27,649.74
LCFF Sources (8010-8099)	339,655,451.00	0.00	133,064.00	339,788,515.00
Remaining Revenues (8100-8799)	114,568,774.09	0.00	31,473,626.00	146,042,400.09
TOTAL	454,224,225.00	0.00	31,606,690.00	485,830,915.00
OPERATING EXPENDITURES				
1000 Certificated Salaries	174,959,194.14	0.00	(1,209,019.14)	173,750,175.00
2000 Classified Salaries	65,607,697.00	0.00	(1,402,053.00)	64,205,644.00
3000 Benefits	125,689,072.10	2,814,250.00	(4,912,919.10)	123,590,403.00
4000 Instructional Supplies	20,861,977.15	(2,864,250.00)	53,919,403.85	71,917,131.00
5000 Contracted Services	64,997,475.23	50,000.00	2,774,686.77	67,822,162.00
6000 Capital Outlay	2,687,012.00	0.00	5,805,449.00	8,492,461.00
7000 Other	248,421.05	0.00	(54,833.05)	193,588.00
TOTAL	455,050,849.00	0.00	54,920,715.00	509,971,564.00
OPERATING SURPLUS (DEFICIT)	(826,624.00)	0.00	(23,314,025.00)	(24,140,649.00)
Other Sources and Transfers In	0.00	0.00	0.00	0.00
Other Uses and Transfers Out	5,000,000.00	0.00	0.00	5,000,000.00
CURRENT YEAR INCREASE/ (DECREASE) TO FUND BALANCE	(5,826,624.00)	0.00	(23,314,025.00)	(29,140,649.00)
BEGINNING FUND BALANCE 9791-92	182,609,430.00			182,609,430.00
Prior-Year Adjustments 9793-95	0.00		0.00	0.00
NET BEGINNING BALANCE	182,609,430.00		0.00	182,609,430.00
ENDING FUND BALANCE (EFB)	176,782,806.00	0.00	(23,314,025.00)	153,468,781.00
COMPONENTS OF ABOVE EFB:				
Nonspendable (9711-9719)	932,902.00	0.00	(210,902.00)	722,000.00
Restricted (9740)	81,448,779.00	0.00	(25,108,509.00)	56,340,270.00
Committed (9750/9760)	49,576,294.00	0.00	30,499,766.00	80,076,060.00
Assigned (9780)	14,755,391.00	0.00	(14,755,391.00)	0.00
Reserve Economic Uncertainties (9789)	13,801,525.47	0.00	1,647,621.45	15,449,146.92
Unassigned/Unappropriated (9790)	16,267,914.53	0.00	(15,386,610.45)	881,304.08
State Minimum Reserves %	6.54%		Meets	3.17%
<i>Are budgets in balance?</i>	<i>In Balance</i>			<i>In Balance</i>
<i>Did you adjust reserves? s/b \$0</i>	\$0.00		OK	\$0.00
FUND 17 RESERVES (9789) or N/A	\$ -			\$ -

If the total amount of the adjustment in Column 2 does not agree with the amount of the total cost shown in Section 5, Total Costs, please explain below. Also, list any other assumptions used or included in Column 3:

For the 2023-24 fiscal year, the negotiated health benefit coverage in the tentative agreement is shown in Column 2 and covers the projected costs from January 1, 2024 to June 30, 2024 for MDEA. The MDEA projected cost is calculated at \$2.8M and the District is assuming the "me also" clause for all other bargaining units at \$2.7M for a total impact of \$5.5M. Self balancing restricted funds will cover the projected increased costs and LCFF Supplemental carryover funds will cover the increased costs for unrestricted resources and restricted programs that receive a contribution from the LCFF base funds as part of the LCAP action to retain and recruit staff. The projected cost for all other bargaining units is included in the column 3 adjustments above. Finally, the district is including \$50K to cover the anticipated survey that will be completed related to a parcel tax that will help fund lower class sizes in the District.

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Mt. Diablo Unified School District

SCHOOL DISTRICT

First Subsequent Year 2024 - 2025				
	(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
	Carried forward from Current Fiscal Year 2023 -2024	Adjustments as a Direct Result of this Proposed Settlement	Other Revisions & MYP Assumptions (Including Other Proposed BU Agreements) Required to support cost of agreement (i.e. "me-too")	Projected District Budget After Settlement of Agreement and Other Adjustments (Cols. 1 + 2 + 3)
OPERATING REVENUES: LCFF ADA	ADA= 27,185.13			ADA= 27,185.13
LCFF Sources (8010-8099)	339,788,515.00	0.00	6,296,209.00	346,084,724.00
Remaining Revenues (8100-8799)	146,042,400.09	0.00	(37,410,349.00)	108,632,051.09
TOTAL	485,830,915.00	0.00	(31,114,140.00)	454,716,775.00
OPERATING EXPENDITURES				
1000 Certificated Salaries	173,750,175.00	12,670,213.00	4,216,878.52	190,637,266.52
2000 Classified Salaries	64,205,644.00	0.00	5,123,954.61	69,329,598.61
3000 Benefits	123,590,403.00	8,488,129.00	(2,563,056.97)	129,515,475.03
4000 Instructional Supplies	71,917,131.00	(680,322.00)	(37,861,038.68)	33,375,770.32
5000 Contracted Services	67,822,162.00	(680,321.00)	(1,428,937.48)	65,712,903.52
6000 Capital Outlay	8,492,461.00	0.00	(6,805,873.96)	1,686,587.04
7000 Other	193,588.00	0.00	0.00	193,588.00
TOTAL	509,971,564.00	19,797,699.00	(39,318,074.00)	490,451,189.00
OPERATING SURPLUS/(DEFICIT)	(24,140,649.00)	(19,797,699.00)	8,203,934.00	(35,734,414.00)
Other Sources and Transfers In	0.00	0.00	0.00	0.00
Other Uses and Transfers Out	5,000,000.00	0.00	(5,000,000.00)	0.00
CURRENT YEAR INCREASE/ (DECREASE) TO FUND BALANCE	(29,140,649.00)	(19,797,699.00)	13,203,934.00	(35,734,414.00)
BEGINNING FUND BALANCE (9791) (Pulls from prior year EFB)	153,468,781.00			153,468,781.00
Prior-Year Adjustments (9792-9795)				0.00
NET BEGINNING BALANCE	153,468,781.00			153,468,781.00
ENDING FUND BALANCE (EFB)	124,328,132.00	(19,797,699.00)	13,203,934.00	117,734,367.00
COMPONENTS OF EFB (above):				
Nonspendable (9711-9719)	722,000.00	0.00	0.00	722,000.00
Restricted (9740)	56,340,270.00	0.00	(9,872,390.00)	46,467,880.00
Committed (9750/9760)	80,076,060.00	0.00	(27,924,191.00)	52,151,869.00
Assigned (9780)	0.00	0.00	3,500,000.00	3,500,000.00
Reserve Economic Uncertainties	15,449,146.92	593,930.97	(1,329,542.22)	14,713,535.67
Unassigned/Unappropriated (9790)	(28,259,344.92)	(20,391,629.97)	48,830,057.22	179,082.33
State Minimum Reserves %	(2.49%)		Meets	3.04%
Are budgets in balance?	In Balance			In Balance
Did you adjust reserves? s/b \$0	\$ -		OK	\$ -
FUND 17 RESERVES (9789) or N/A	\$ -			\$ -

Assumptions used for LCFF Gap%, Unduplicated %, Other Revenue COLAs, Addl/Reduced staffing, etc., explain below:

Section 10 includes all the LCFF COLA, ADA to enrollment and Unduplicated assumptions used for the 2024-25 fiscal year. The cost of 9% for MDEA is projected at \$11.5M for unrestricted LCFF base funds, \$2.7M for restricted programs that receive a contribution from LCFF base funds and \$1.3M for other restricted funded programs. For all other bargaining units the District projects the "me also" costs at \$4.8M for unrestricted LCFF base fund positions and \$3.7M for restricted funded positions that receive a contribution from LCFF base funds. These costs are part of the column 3 adjusted costs. For health benefits, the projected increased cost for a full year is \$5.6M for MDEA and the remaining \$5.4M is for all other bargaining units for the "me also" costs. The increased cost related to health benefits will be covered with anticipated LCFF supplemental carryover funds as part of the LCAP action to retain and recruit staff. The "me also" projected increases are part of the column 3 adjustments.

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Mt. Diablo Unified School District

SCHOOL DISTRICT

Second Subsequent Year 2025-26				
	(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
	Carried forward from First Subsequent Year 2024 - 2025	Adjustments as a Direct Result of this Proposed Settlement	Other Revisions & MYP Assumptions (Including Other Proposed BU Agreements) Required to support cost of agreement (i.e. "me-too")	Projected District Budget After Settlement of Agreement and Other Adjustments (Cols. 1 + 2 + 3)
OPERATING REVENUES: LCFF ADA	ADA= 27,185.13			ADA= 27,185.13
LCFF Sources (8010-8099)	346,084,724.00	0.00	11,668,023.00	357,752,747.00
Remaining Revenues (8100-8799)	108,632,051.09	0.00	0.00	108,632,051.09
TOTAL	454,716,775.00	0.00	11,668,023.00	466,384,798.00
OPERATING EXPENDITURES				
1000 Certificated Salaries	190,637,266.52	0.00	3,350,600.00	193,987,866.52
2000 Classified Salaries	69,329,598.61	0.00	1,191,500.00	70,521,098.61
3000 Benefits	129,515,475.03	0.00	1,785,000.00	131,300,475.03
4000 Instructional Supplies	33,375,770.32	0.00	(4,699,500.00)	28,676,270.32
5000 Contracted Services	65,712,903.52	0.00	506,680.00	66,219,583.52
6000 Capital Outlay	1,686,587.04	0.00	22,300.00	1,708,887.04
7000 Other	193,588.00	0.00	0.00	193,588.00
TOTAL	490,451,189.00	0.00	2,156,580.00	492,607,769.00
OPERATING SURPLUS/(DEFICIT)	(35,734,414.00)	0.00	9,511,443.00	(26,222,971.00)
Other Sources and Transfers In	0.00	0.00	0.00	0.00
Other Uses and Transfers Out	0.00	0.00	0.00	0.00
CURRENT YEAR INCREASE/ (DECREASE) TO FUND BALANCE	(35,734,414.00)	0.00	9,511,443.00	(26,222,971.00)
BEGINNING FUND BALANCE (9791) (Pulls from prior year EFB)	117,734,367.00			117,734,367.00
Prior-Year Adjustments (9792-9795)				0.00
NET BEGINNING BALANCE	117,734,367.00			117,734,367.00
ENDING FUND BALANCE (EFB)	81,999,953.00	0.00	9,511,443.00	91,511,396.00
COMPONENTS OF EFB (above):	<i>(use whole rounded numbers only)</i>			
Nonspendable (9711-9719)	722,000.00	0.00	0.00	722,000.00
Restricted (9740)	46,467,880.00	0.00	(4,872,390.00)	41,595,490.00
Committed (9750/9760)	52,151,869.00	0.00	(26,625,204.00)	25,526,665.00
Assigned (9780)	3,500,000.00	0.00	5,000,000.00	8,500,000.00
Reserve Economic Uncertainties	14,713,535.67	0.00	0.00	14,778,233.07
Unassigned/Unappropriated (9790)	(35,555,331.67)	0.00	36,009,037.00	389,007.93
State Minimum Reserves %	(4.25%)		Meets	3.08%
Are budgets in balance?	In Balance			In Balance
Did you adjust reserves? s/b \$0	\$0.00		OK	\$0.00
FUND 17 RESERVES (9789) or N/A	\$ -			\$ -

Assumptions used for LCFF Gap%, Unduplicated %, Other Revenue COLAs, Add/Reduced Staffing, etc., explain below:

See Section 10 for assumptions used for the 2025-26 fiscal year, the ongoing impact of the 9% salary increase and increased health benefits was shown in the first subsequent fiscal year of 2024-25. Any increases in health benefit costs will be covered with anticipated LCFF supplemental funding carryover that is part of the LCAP action to retain and recruit staff.

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Mt. Diablo Unified School District

SCHOOL DISTRICT

Section 10: MULTI-YEAR CONTRACT AGREEMENT PROVISIONS: The proposed agreement contains the following COLAs and other compensation/non-compensation provisions for subsequent years as follows (text pulls into disclosure): Send copy of final Agreement to DBS upon Board Approval

LCFF COLA is projected at 8.22% for 2023-24, 3.94% for 2024-25 and 3.29% for 2025-26; Enrollment projected at 29,064 for current year and two subsequent years, which is based on current trend for the pending CALPADS report. Flat enrollment is projected since the district's enrollment has increased the past two fiscal years due to TK expansion. ADA is being projected at 93.5%, currently the District is trending at 94.5% for the first three months of the 23-24 school year. UPP is projected at 47% for the current year and two subsequent years based on current trend for pending CALPADS report.

Section 11:

FINANCIAL IMPACT OF PROPOSED AGREEMENT IN SUBSEQUENT FISCAL YEARS: The following assumptions were used to determine that resources will be available to fund these obligations in future fiscal years. (Include any compensation/noncompensation provisions specified below.) (text pulls into disclosure):

The flat enrollment, increased ADA to enrollment percentage and the implementation of a 3-year average LCFF calculation, increased additional LCFF investments, anticipated reduction in contract costs as a result of employee retention with competitive salaries provide adequate funds for this agreement and will enable the District to maintain the required 3% reserve for all three years of the current MYP.

Section 12:

NARRATIVE OF AGREEMENT: Provide a brief narrative of the proposed changes in compensation or health premiums, including percentage changes, effective dates, and comments and/or explanations. (text pulls into disclosure):

The tentative agreement with MDEA is for a 9% ongoing salary increase effective July 1, 2024. The tentative agreement also provides MDEA members 100% of the Kaiser tier rates effective January 1, 2024 through December 31, 2025 (24 months) at which time the District will go back to covering 80% of the Kaiser tier rates. The following are the 2024 rates for single @ \$1,021.41 per month, single plus one @ \$2,042.82 and family @ \$2,655.67. Overall, this is a 38.9% increase to the health benefit coverage.

Section 13: SOURCE OF FUNDING FOR PROPOSED AGREEMENT: Provide a brief narrative of the funds available in the current year to provide for the costs of this agreement. (text pulls into disclosure):

The Unrestricted fund balance and projected increased LCFF funding, which includes utilizing LCFF supplemental carryover funds to cover the projected increased costs related to the 24 months (January 1, 2024 to December 31, 2025) of 100% Kaiser rates. Please see 2023-24 First Interim MYP which shows how the District plans to maintain the required 3% reserve as well as the commitment of \$20M if the 2024-25 COLA drops to 1%.

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Mt. Diablo Unified School District

SCHOOL DISTRICT

ADDITIONAL FISCAL INDICATORS- CRITERIA AND STANDARDS A.5.

This section is in response to the Criteria and Standards Additional Fiscal Indicators #A.5., which asks: "Has the district entered into a bargaining agreement where any of the budget or subsequent years of the agreement would result in salary increases that are expected to exceed the projected state cost of living adjustment."

Section 14:

COMPARISON OF PROPOSED AGREEMENT TO CHANGE IN DISTRICT LOCAL CONTROL FUNDING FORMULA (LCFF):

(A)	Current-year (CY) LCFF Average Rate per ADA: (CY LCFF Entitlement per ADA, FCMAT LCFF Calculator, Calculator Tab, Row 57)	Estimated \$12,289.00
(B)	Less Prior-Year (PY) LCFF BASC Calculator Rate per ADA: (PY LCFF Entitlement per ADA, FCMAT LCFF Calculator, Calculator Tab, Row 57)	\$11,343.00
(C)	= Amount of Current-Year Increase or (decrease): (A) minus (B)	946.00
(D)	= Percentage Increase or (decrease) in LCFF per ADA: (C) divided by (B)	8.34%
(E)	ADA Increase/(Decrease) from Prior Year as % Current year P-2 LCFF funded ADA (greater of PY guarantee or current year)	(3.02%)
	Prior Year P-2 LCFF funded ADA (greater of PY guarantee or current year)	27,565.83
		28,423.04
(F)	Total LCFF % increase or (decrease) plus ADA % change	5.32%
(G)	Indicate Total Settlement Percentage Change from Section 5	11.31%

If proposed agreement % on Line G is greater than Line F, please provide explanation below:

The total settlement percentage is higher due to the ongoing 9% salary settlement and the temporary coverage of the Kaiser medical tiered rates at a 100% for MDEA.

CERTIFICATION

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

Districts with a Qualified or Negative Certification: Per Government Code 3540.2, signatures of the District Superintendent and Chief Business Official must accompany the Summary Disclosure sent to the County Superintendent for review **10 days prior to the board meeting that will ratify the agreement.**

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 (as provided in the "Public Disclosure of Proposed Collective Bargaining Agreement") in accordance with the requirements of AB 1200, AB 2756, GC 3547.5, and GC 3540.2.

WE HEREBY CERTIFY THAT THE COSTS INCURRED BY THE SCHOOL DISTRICT UNDER THIS AGREEMENT CAN BE MET BY THE DISTRICT DURING THE TERM OF THE AGREEMENT.

[Signature]
District Superintendent - signature

12/4/23
Date

[Signature]
Chief Business Official - signature

12/4/2023
Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on
Wednesday, December 13, 2023
MDEA
took action to approve the proposed Agreement with the
Bargaining Unit.

President, Governing Board - signature

Date