

SUMMARY OF PROPOSED AGREEMENT

| | | |
|---|--|----------------------|
| BETWEEN THE | Mt. Diablo Unified School District | SCHOOL DISTRICT |
| WITH THE | California School Employees Assoc (CSEA) | BARGAINING UNIT (BU) |
| To be acted upon by the Governing Board at its meeting on : | (enter Date) | 1/18/2023 |
| Budget Revisions to be INPUT no later than 45 days after approval: (will calc + 45 days) | | 3/4/2023 |
| Estimated Agreement Payment Date | (enter Date) | 2/10/2023 |

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: | Mt. Diablo Education Assoc. (MDEA) - settled | 1,593.5 |
| | Mt. Diablo School Psychologist Association (MDSPA) - Settled | |
| Classified: | Clerical, Secretarial, Technical Unit, Local One (CST) | 687.5 |
| | Teamsters Local Union No. 856 | |

Section 2: PERIOD OF AGREEMENT

| | | |
|--|--------------------|-----------|
| The proposed agreement covers the period beginning on: | (enter Begin Date) | 7/1/2022 |
| and ending on: | (enter End Date) | 6/30/2025 |

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

| | | | |
|-------------------------------|---------|---------|---------|
| Fiscal Years: | 2022-23 | 2023-24 | 2024-25 |
| Reopeners: Yes or NO ? | No | No | No |
| <i>if Yes, what Areas?</i> | | | |

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 <i>(Based on Year to Date (YTD) Actuals Projected through 6/30):</i> | \$ 17,748,864.00 |
| Current Year Salary Cost After Settlement <i>(Include any retroactive pay increases or (decreases) or one time bonuses/stipends or (reductions), as applicable):</i> | \$ 20,499,937.92 |
| Total Cost Increase or (Decrease): | \$ 2,751,073.92 |
| Percentage Increase or (Decrease): | 15.50% |

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 | 0.00% 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 | 0.00% per employee |
| TOTAL PERCENTAGE CHANGE FOR AVERAGE REPRESENTED EMPLOYEE | 0.00% 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: | \$ 6,039,264.00 |
| Proposed Costs: | \$ 6,975,349.92 |
| Total Cost Increase or (decrease): | \$936,085.92 |
| Percentage Change: | 15.50% |

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

Total Health and Welfare Costs:

| | |
|------------------------------------|-----------------|
| Current Costs: | \$ 9,787,828.00 |
| Proposed Costs: | \$ 9,787,828.00 |
| Total Cost Increase or (decrease): | \$0.00 |
| Percentage Change: | 0.00% |

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.)

| | | |
|---|---------------|--------------|
| Cap at 80% of Current Kaiser | | |
| Current Cap: | \$ 1,912.22 | |
| Proposed Cap: | \$ 1,912.22 | |
| Average Capped Amount increase or (decrease) per employee | \$0.00 | 0.00% |

**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 | \$ 17,748,864.00 | |
| Benefits | \$ 15,827,092.00 | |
| Total: | | \$ 33,575,956.00 |

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

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

| | | |
|----------|------------------|-------------------------|
| Salaries | \$ 20,499,937.92 | |
| Benefits | \$ 16,763,177.92 | |
| Total: | | \$ 37,263,115.84 |

| | |
|--|------------------------|
| TOTAL COST INCREASE OR (DECREASE) | \$ 3,687,159.84 |
| <i>(This amount should tie to the multiyear projection sections for 1XXX-3XXX)</i> | |
| PERCENTAGE CHANGE | 10.98% |
| 1% CHANGE IN SALARY AND STATUTORY BENEFIT COSTS (prior to any settlements): | \$ 237,881.28 |

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).

Vacation accrual to be updated from 14 to 10 work days per year for 1-4 year of service, 18 to 15 for 5-10 years of service, and 24 to 20 for 11 and more years of service. Estimated cost reduction is \$513,000.
 Removal of minimum two hours on excess time pay over the contracted hours. Estimated cost reduction is \$89,000
 A professional development day to be provided. Estimated cost is \$16,000.
 The rate for the cash in lieu of health benefit is to be aligned with MDEA. Estimated cost increase is \$27,000.

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..

Two days of personal necessity days may be used as discretionary days.
 Medical verification to be presented within 15 working days of absences.

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 %)*

| | |
|----|----------------|
| \$ | 505,759,123.00 |
| | 3.00% |
| \$ | 15,172,773.69 |

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)

3/4/2023

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

| | |
|---------|----------|
| BT #'s: | mm/dd/yy |
|---------|----------|

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)

In-Lieu of this form, an updated Form MYP can be supplied which includes the results of the settlement over the most recent Form MYP filed with this office.

| | | Current Fiscal Year 2022 - 2023 | | | |
|---|--------------|--|---|---|--|
| | | (Col. 1) | (Col. 2) | (Col. 3) | (Col. 4) |
| 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. | | Latest Board-Approved Budget Before Settlement - As of 12/14/2022 (enter date) | Adjustments as a Direct Result of this Proposed Settlement | Other Revisions (Including Other Proposed BU Agreements) Required to support cost of agreement (i.e. "me-too") | Projected District Budget After Settlement of Agreement (Cols. 1 + 2 + 3) |
| | | ADA=28,508.29 | | | ADA=28,508.29 |
| OPERATING REVENUES: LCFF ADA | | | | | |
| LCFF Sources (8010-8099) | | 309,880,767.00 | 0.00 | 0.00 | 309,880,767.00 |
| Remaining Revenues (8100-8799) | | 209,886,415.00 | 0.00 | 0.00 | 209,886,415.00 |
| | TOTAL | 519,767,182.00 | 0.00 | 0.00 | 519,767,182.00 |
| OPERATING EXPENDITURES | | | | | |
| 1000 Certificated Salaries | | 166,917,768.00 | 0.00 | 0.00 | 166,917,768.00 |
| 2000 Classified Salaries | | 59,191,434.00 | 2,300,454.00 | 0.00 | 61,491,888.00 |
| 3000 Benefits | | 118,622,889.00 | 780,937.00 | 0.00 | 119,403,826.00 |
| 4000 Instructional Supplies | | 75,510,858.00 | 0.00 | 0.00 | 75,510,858.00 |
| 5000 Contracted Services | | 63,386,498.00 | 0.00 | 0.00 | 63,386,498.00 |
| 6000 Capital Outlay | | 13,234,631.00 | 0.00 | 0.00 | 13,234,631.00 |
| 7000 Other | | 813,654.00 | 0.00 | 0.00 | 813,654.00 |
| | TOTAL | 497,677,732.00 | 3,081,391.00 | 0.00 | 500,759,123.00 |
| OPERATING SURPLUS (DEFICIT) | | 22,089,450.00 | (3,081,391.00) | 0.00 | 19,008,059.00 |
| 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 | | 17,089,450.00 | (3,081,391.00) | 0.00 | 14,008,059.00 |
| BEGINNING FUND BALANCE 9791-92 | | 129,854,943.00 | | | 129,854,943.00 |
| Prior-Year Adjustments 9793-95 | | 0.00 | | 0.00 | 0.00 |
| NET BEGINNING BALANCE | | 129,854,943.00 | | 0.00 | 129,854,943.00 |
| ENDING FUND BALANCE (EFB) | | 146,944,393.00 | (3,081,391.00) | 0.00 | 143,863,002.00 |
| COMPONENTS OF ABOVE EFB: | | | | | |
| Nonspendable (9711-9719) | | 722,000.00 | 0.00 | 0.00 | 722,000.00 |
| Restricted (9740) | | 69,214,172.00 | 0.00 | 0.00 | 69,214,172.00 |
| Committed (9750/9760) | | 39,161,325.00 | 0.00 | 0.00 | 39,161,325.00 |
| Assigned (9780) | | 15,132,637.00 | 0.00 | 0.00 | 15,132,637.00 |
| Reserve Economic Uncertainties (9789) | | 15,080,331.96 | 92,441.73 | 0.00 | 15,172,773.69 |
| Unassigned/Unappropriated (9790) | | 7,633,927.04 | (3,173,832.73) | 0.00 | 4,460,094.31 |
| State Minimum Reserves % | | 4.52% | Meets | | 3.88% |
| Are budgets in balance? | | <i>In Balance</i> | Undesignated Amount | | <i>In Balance</i> |
| Did you adjust reserves? s/b \$0 | | \$0.00 | | | \$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:

Section 5 includes Fund 11. This MYP only reflects changes in Fund 01.

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Mt. Diablo Unified School District

SCHOOL DISTRICT

| First Subsequent Year 2023 - 2024 | | | |
|--|--|--|---|
| (Col. 1) | (Col. 2) | (Col. 3) | (Col. 4) |
| Carried forward from Current Fiscal Year 2022 - 2023 | Adjustments as a Direct Result of this Proposed Settlement | Other Revisions (Including Other Proposed BU Agreements) Required to support cost of agreement (i.e. "me-too") | Projected District Budget After Settlement of Agreement (Cols. 1 + 2 + 3) |
| OPERATING REVENUES: LCFF ADA | ADA=27,565.01 | | ADA=27,565.01 |
| LCFF Sources (8010-8099) | 309,880,767.00 | 0.00 | 330,886,946.00 |
| Remaining Revenues (8100-8799) | 209,886,415.00 | 0.00 | (84,300,782.00) |
| TOTAL | 519,767,182.00 | 0.00 | (63,294,603.00) |
| OPERATING EXPENDITURES | | | |
| 1000 Certificated Salaries | 166,917,768.00 | 0.00 | 179,529,795.00 |
| 2000 Classified Salaries | 61,491,888.00 | 67,978.00 | 3,051,736.00 |
| 3000 Benefits | 119,403,826.00 | 23,261.00 | 7,757,893.00 |
| 4000 Instructional Supplies | 75,510,858.00 | 0.00 | (37,695,747.00) |
| 5000 Contracted Services | 63,386,498.00 | 0.00 | (8,489,637.00) |
| 6000 Capital Outlay | 13,234,631.00 | 0.00 | 341,457.00 |
| 7000 Other | 813,654.00 | 0.00 | (572,383.00) |
| TOTAL | 500,759,123.00 | 91,239.00 | (22,994,654.00) |
| OPERATING SURPLUS/(DEFICIT) | 19,008,059.00 | (91,239.00) | (40,299,949.00) |
| Other Sources and Transfers In | 0.00 | 0.00 | 0.00 |
| Other Uses and Transfers Out | 5,000,000.00 | 0.00 | 0.00 |
| CURRENT YEAR INCREASE/ (DECREASE) TO FUND BALANCE | 14,008,059.00 | (91,239.00) | (40,299,949.00) |
| BEGINNING FUND BALANCE (9791) (Pulls from prior year EFB) | 143,863,002.00 | | 143,863,002.00 |
| Prior-Year Adjustments (9792-9795) | | | 0.00 |
| NET BEGINNING BALANCE | 143,863,002.00 | | 143,863,002.00 |
| ENDING FUND BALANCE (EFB) | 157,871,061.00 | (91,239.00) | (40,299,949.00) |
| COMPONENTS OF EFB (above): | | | |
| Nonspendable (9711-9719) | 722,000.00 | 0.00 | 0.00 |
| Restricted (9740) | 69,214,172.00 | 0.00 | (7,333,995.00) |
| Committed (9750/9760) | 39,161,325.00 | 0.00 | (22,285,239.00) |
| Assigned (9780) | 15,132,637.00 | 0.00 | 163,181.00 |
| Reserve Economic Uncertainties (9789) | 15,172,773.69 | 2,737.17 | (689,839.62) |
| Unassigned/Unappropriated (9790) | 18,468,153.31 | (93,976.17) | (10,154,056.38) |
| State Minimum Reserves % | 6.65% | Meets | |
| Are budgets 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:

See Section 10

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Mt. Diablo Unified School District

SCHOOL DISTRICT

| Second Subsequent Year 2024 - 2025 | | | |
|---|---|---|--|
| (Col. 1) | (Col. 2) | (Col. 3) | (Col. 4) |
| Carried forward from First Subsequent Year 2023 - 2024 | Adjustments as a Direct Result of this Proposed Settlement | Other Revisions (Including Other Proposed BU Agreements) Required to support cost of agreement (i.e. "me-too") | Projected District Budget After Settlement of Agreement (Cols. 1 + 2 + 3) |
| ADA=26,654.50 | | | ADA=26,654.50 |
| OPERATING REVENUES: LCFF ADA | | | |
| LCFF Sources (8010-8099) | 330,886,946.00 | 0.00 | 1,424,108.00 |
| Remaining Revenues (8100-8799) | 125,585,633.00 | 0.00 | (17,432,892.00) |
| TOTAL | 456,472,579.00 | 0.00 | (16,008,784.00) |

| OPERATING EXPENDITURES | | | | |
|-------------------------------|-----------------------|-----------------|-----------------------|-----------------------|
| 1000 Certificated Salaries | 179,529,795.00 | 0.00 | 4,263,442.00 | 183,793,237.00 |
| 2000 Classified Salaries | 64,611,602.00 | 1,353.62 | 1,391,129.00 | 66,004,084.62 |
| 3000 Benefits | 127,184,980.00 | 578.90 | 3,099,894.00 | 130,285,452.90 |
| 4000 Instructional Supplies | 37,815,111.00 | 0.00 | (13,383,644.00) | 24,431,467.00 |
| 5000 Contracted Services | 54,896,861.00 | 0.00 | (2,725,061.00) | 52,171,800.00 |
| 6000 Capital Outlay | 13,576,088.00 | 0.00 | (1,692,819.00) | 11,883,269.00 |
| 7000 Other | 241,271.00 | 0.00 | 173,150.00 | 414,421.00 |
| TOTAL | 477,855,708.00 | 1,933.00 | (8,873,909.00) | 468,983,732.00 |

| | | | | |
|------------------------------------|------------------------|-------------------|-----------------------|------------------------|
| OPERATING SURPLUS/(DEFICIT) | (21,383,129.00) | (1,933.00) | (7,134,875.00) | (28,519,937.00) |
|------------------------------------|------------------------|-------------------|-----------------------|------------------------|

| | | | | |
|--|------------------------|-------------------|-----------------------|------------------------|
| 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 | (26,383,129.00) | (1,933.00) | (7,134,875.00) | (33,519,937.00) |

| | | | | |
|--|-----------------------|--|--|-----------------------|
| BEGINNING FUND BALANCE (9791) (Pulls from prior year EFB) | 117,479,873.00 | | | 117,479,873.00 |
| Prior-Year Adjustments (9792-9795) | | | | 0.00 |
| NET BEGINNING BALANCE | 117,479,873.00 | | | 117,479,873.00 |

| | | | | |
|----------------------------------|----------------------|-------------------|-----------------------|----------------------|
| ENDING FUND BALANCE (EFB) | 91,096,744.00 | (1,933.00) | (7,134,875.00) | 83,959,936.00 |
|----------------------------------|----------------------|-------------------|-----------------------|----------------------|

| COMPONENTS OF EFB (above): | <i>(use whole rounded numbers only)</i> | | | |
|---------------------------------------|---|------------|-----------------|---------------|
| Nonspendable (9711-9719) | 722,000.00 | | | 722,000.00 |
| Restricted (9740) | 61,880,177.00 | | (4,440,269.00) | 57,439,908.00 |
| Committed (9750/9760) | 16,876,086.00 | | (10,473,561.00) | 6,402,525.00 |
| Assigned (9780) | 15,295,818.00 | 0.00 | (10,119,826.96) | 5,175,991.04 |
| Reserve Economic Uncertainties (9789) | 14,485,671.24 | 57.99 | (266,217.27) | 14,219,511.96 |
| Unassigned/Unappropriated (9790) | (18,163,008.24) | (1,990.99) | 18,164,999.23 | 0.00 |
| State Minimum Reserves % | (.76%) | | Meets | 3.00% |
| 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, Addl/Reduced Staffing, etc., explain below:

See Section 10

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 22-23 13.26%, 23-24 5.38%, 24-25 4.02%; CPI 5.75%, 2.58%, 2.20%; Enrollment 28,879, 28,829, 28,729; ADA 91.0%, 91.5%, 92.0%; UPP 50%, 50%, 50% respectively

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 almost flat enrollment, if not increasing, the implementation of a 3-year average LCFF calculation, increased additional LCFF investments, COVID relief and right sizing the number of FTEs that was addressed in the prior years, anticipated reduction in contract costs as a result of employee retention with competitive salaries provide adequate funds for this agreement.

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):

Vacation accrual to be updated from 14 to 10 work days per year for 1-4 year of service, 18 to 15 for 5-10 years of service, and 24 to 20 for 11 and more years of service. Estimated cost reduction is \$513,000.
Removal of minimum two hours on excess time pay over the contracted hours. Estimated cost reduction is \$89,000
A professional development day to be provided. Estimated cost is \$16,000.
The rate for the cash in lieu of health benefit is to be aligned with MDEA. Estimated cost increase is \$27,000.
Two days of personal necessity days may be used as discretionary days.
Medical verification to be presented within 15 working days of absences.

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

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 \$11,361.00 |
| (B) | Less Prior-Year (PY) LCFF BASC Calculator Rate per ADA: (PY LCFF Entitlement per ADA, FCMAT LCFF Calculator, Calculator Tab, Row 57) | \$9,996.00 |
| (C) | = Amount of Current-Year Increase or (decrease): (A) minus (B) | 1,365.00 |
| (D) | = Percentage Increase or (decrease) in LCFF per ADA: (C) divided by (B) | 13.66% |
| (E) | ADA Increase/(Decrease) from Prior Year as % Current year P-2 LCFF funded ADA (greater of PY guarantee or current year) Prior Year P-2 LCFF funded ADA (greater of PY guarantee or current year) | (1.84%) |
| (F) | Total LCFF % increase or (decrease) plus ADA % change | 11.81% |
| (G) | Indicate Total Settlement Percentage Change from Section 5 | 10.98% |

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

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.

District Superintendent - signature

Date

Chief Business Official - signature

Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on Wednesday, January 18, 2023 took action to approve the proposed Agreement with the California School Employees Assoc (CSEA) Bargaining Unit.

President, Governing Board - signature

Date

**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
California School Employees Assoc (CSEA) BARGAINING UNIT

To be acted upon by the Governing Board at its meeting on **01/18/23**

A. PERIOD OF AGREEMENT:
The proposed ba CSEA - Pending
and ending **07/01/22**
for the following fiscal years **2022-23** **06/30/25**
2022-23, 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 | \$33,575,956.00 |
| 2. | Current Year Costs After Agreement | \$37,263,115.84 |
| 4. | Percentage Change | 10.98% |
| 5. | Value of a 1% Change | \$237,881.28 |

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) | 0.0% |
| | (% change for one time bonus/stipend or salary reduction) | 0.0% |
| 2. | Step & Column (Average % Change Over Prior Year Salary Schedule) | 0.0% |
| 3. | TOTAL PERCENTAGE CHANGE FOR THE AVERAGE, REPRESENTED EMPLOYEE | 0% |
| 4. | Change in # of Work Days (+/-) Related to % Change | 0 |
| 5. | Total # of Work Days to be provided in Fiscal Year | 0 |
| 6. | Total # of Instructional Days to be provided in Fiscal Year (applicable to Certificated BU agreements only) | 0 |

**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

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

| | | |
|----|-----------------------------------|------------------------|
| 1. | Cost of Benefits Before Agreement | \$15,827,092.00 |
| 2. | Cost of Benefits After Agreement | \$16,763,177.92 |
| 3. | Percentage Change in Total Costs | 5.91% |

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: | \$505,759,123.00 |
| 2. | Percentage Reserve Level State Standard for District: | 3.0% |
| 3. | Amount of State Minimum Reserve Standard: | \$15,172,773.69 |

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) | \$15,172,773.69 |
| 5. | Unassigned/Unappropriated (Object 9790) | \$4,460,094.31 |
| 6. | Total Reserves: (Object 9789 + 9790) | \$19,632,868.00 |

SPECIAL RESERVE FUND (Fund 17, as applicable)

| | | |
|----|--|---------------|
| 7. | Reserve for Economic Uncertainties (Object 9789) | \$0.00 |
|----|--|---------------|

TOTAL DISTRICT RESERVES, applicable to State Minimum Reserve Standard:

| | | |
|----|--|------------------------|
| 8. | General Fund & Special Reserve Fund: | \$19,632,868.00 |
| 9. | Percentage of General Fund Expenditures/Uses | 3.88% |
| | Difference between District Reserves and Minimum State Requirement | \$4,460,094.31 |

**FORM FOR PUBLIC DISCLOSURE
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Mt. Diablo Unified School District

SCHOOL DISTRICT

F. MULTIYEAR CONTRACT AGREEMENT PROVISIONS

LCFF COLA 22-23 13.26%, 23-24 5.38%, 24-25 4.02%; CPI 5.75%, 2.58%, 2.20%; Enrollment 28,879, 28,829, 28,729; ADA 91.0%, 91.5%, 92.0%; UPP 50%, 50%, 50% respectively

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 almost flat enrollment, if not increasing, the implementation of a 3-year average LCFF calculation, increased additional LCFF investments, COVID relief and right sizing the number of FTEs that was addressed in the prior years, anticipated reduction in contract costs as a result of employee retention with competitive salaries provide adequate funds for this agreement.

H. NARRATIVE OF AGREEMENT

Vacation accrual to be updated from 14 to 10 work days per year for 1-4 year of service, 18 to 15 for 5-10 years of service, and 24 to 20 for 11 and more years of service. Estimated cost reduction is \$513,000.
Removal of minimum two hours on excess time pay over the contracted hours. Estimated cost reduction is \$89,000
A professional development day to be provided. Estimated cost is \$16,000.
The rate for the cash in lieu of health benefit is to be aligned with MDEA. Estimated cost increase is \$27,000.
Two days of personal necessity days may be used as discretionary days.
Medical verification to be presented within 15 working days of absences.

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

**FORM FOR PUBLIC DISCLOSURE
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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

Date

Chief Business Official- signature

Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on **1/18/2023** *took action to approve the proposed Agreement*

with the **California School Employees Assoc (CSEA)** *Bargaining Unit.*

*President, Governing Board
(signature)*

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Date