



Contra Costa County Office of Education

77 Santa Barbara Road, Pleasant Hill, CA 94523 • (925) 942-3388
Lynn Mackey, Superintendent of Schools

January 18, 2023

Adam Clark, Ed.D., Superintendent
Mt. Diablo Unified School District
1936 Carlotta Drive
Concord, CA 94519

Dear Superintendent Clark:

The Contra Costa County Office of Education has reviewed the District's Negotiated Salary Settlement Disclosure documents that provide the details for the tentative agreement with the District's Diablo Management Association (DMA) bargaining unit for fiscal years 2022-23, 2023-24, and 2024-25.

The AB 1200 disclosure documents provided by Mt. Diablo Unified School District indicate the district will be able to provide the funding for the restructure and realignment of DMA administrator positions on the salary schedule. As of February 1, 2023, positions higher than the existing Step 5/the new Step 1, will transition to the next highest compensation cell to land into a new revised cell. DMA site principals are being added back on the larger DMA schedule but will be at different increment levels based on their previous step increments of 5.2% per step and based on their level. Principals will now be split across 9 Steps and will now step every year like other DMA management positions. DMA confidential will change to 2% per year for all steps, and confidential employees will now step every year. This does not affect the Chief and Executive Director positions, which have already been adjusted. Based on the analysis of the district's disclosure documents, this settlement will be funded by the unrestricted general fund and will cost the district \$513,528 for fiscal year 2022-23, \$1,663,486 for fiscal year 2023-24, and \$2,166,059 for fiscal year 2024-25.

Based on the district's multi-year projection, the CCCOE agrees with the district's certification that the district can afford this salary settlement agreement. If the district's projected ADA and Revenue Assumptions come in lower than expected, the district will need a plan to address the deficit. We encourage the district to be prudent in its spending and mindful that any further negotiated settlements could cause the district to look at implementing additional reductions.

We want to thank the CBO and staff for the submission of a concise and complete disclosure packet for our review. If you have any questions, please feel free to contact me at 925-942-3418.

Sincerely,

Bill Clark, Interim Deputy Superintendent
Business and Administrative Services

BC:bf

cc: Lynn Mackey, Superintendent of Schools, Contra Costa County
Dr. Lisa Gonzales, Chief Business Officer, MDUSD
Jenny Goodspeed, Lead District Advisor, District Business Services, CCCOE

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