



CONTRA COSTA COUNTY
Office of Education

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**AB 1200, AB 2576 Government Code 3547.5 & 3540.2
PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT**

CHECKLIST OF ITEMS TO BE SUBMITTED TO COE DBS DEPARTMENT

DISTRICT: Mt. Diablo Unified School District

Signed Summary of Proposed Agreement

*NOTE: Print all pages including MYP of the **Summary tab** in the
CCCOE-Public-Disclosure-of-Collective-Bargaining-Workbook.xlsx*

X

**Signed Form for Public Disclosure of Proposed Collective
Bargaining Agreement**

*NOTE: Print all pages of Disclosure **tab** in the
CCCOE-Public-Disclosure-of-Collective-Bargaining-Workbook.xlsx*

X

A copy of the **Memorandum of Understanding (MOU)** and/or
Tentative Salary Agreement

X

Other relevant documents (e.g., side letters, salary schedules, etc.)

X

**PLEASE BE SURE TO COMPLETE AND SUBMIT THIS FORM AS THE COVER
SHEET FOR YOUR PUBLIC DISCLOSURE DOCUMENT PACKET.**

NOTE: INCOMPLETE PACKET MAY DELAY REVIEW.

Districts must mail or email to their assigned District Fiscal Advisor 10 business days
prior to the board meeting that will ratify the agreement.

DISTRICT CONTACT: Adrian Vargas

PHONE: 925-682-8000, ext. 4007

EMAIL: vargasadrian@mdusd.org

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) - settled; Mt. Diablo School Psychologist Assoc. (MDSPA) - settled"/>	1,623.8
Classified: <input type="text" value="Clerical, Secretarial, Technical Unit, Local One (CST) - settled; California School Employees Assoc. (CSEA) - settled; Teamsters Local Union No. 856 - pending per this AB1200 disclosure"/>	1,034.2

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	2025-26
Reopeners: Yes or NO ?	No	No	Yes

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 <i>(Based on Year to Date (YTD) Actuals Projected through 6/30):</i>	\$ 18,871,030
Current Year Salary Cost After Settlement <i>(Include any retroactive pay increases or (decreases) or one time bonuses/stipends or (reductions), as applicable):</i>	\$ 20,192,002
Total Cost Increase or (Decrease):	\$1,320,972
Percentage Increase or (Decrease):	7.00%

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	<input type="text" value="0.00%"/>	per employee
% increase or (decrease) for one-time bonus/stipend or (salary reduction)	<input type="text" value="0.00%"/>	per employee
<u>Step & column</u> average % annual change over the prior year schedule	<input type="text" value="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

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:	\$ 6,974,452
Proposed Costs:	\$ 7,462,664
Total Cost Increase or (decrease):	\$ 488,212
Percentage Change:	7.00%

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

Total Health and Welfare Costs:

Current Costs:	\$ -
Proposed Costs:	\$ -
Total Cost Increase or (decrease):	\$0.00
Percentage Change:	#DIV/0!

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:	\$ 1,930.06	
Proposed Cap:	\$ 1,930.06	
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	\$ 18,871,030	
Benefits	\$ 6,974,452	
Total:		\$ 25,845,482

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

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

Salaries	\$ 20,192,002	
Benefits	\$ 7,462,664	
Total:		\$ 27,654,666

TOTAL COST INCREASE OR (DECREASE)	\$1,809,184
<i>(This amount should tie to the multiyear projection sections for 1XXX-3XXX)</i>	
PERCENTAGE CHANGE	7.00%
1% CHANGE IN SALARY AND STATUTORY BENEFIT COSTS (prior to any settlements):	\$ 258,455

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Mt. Diablo Unified

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..

See attachment for summary of Article language changes.

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.

Salary and benefit reopeners for 2025-26

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 %)*

\$	461,017,127.00
	3%
\$	13,830,513.81

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)

9/30/2023

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

BT #'s:	mm/dd/yy
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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

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)
<p><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></p> <p>Latest Board-Approved Budget Before Settlement - As of <i>(enter date)</i></p>		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= 27,644			ADA= 27,644
LCFF Sources (8010-8099)	339,655,451.00	0.00	0.00	339,655,451.00
Remaining Revenues (8100-8799)	114,568,774.00	0.00	0.00	114,568,774.00
TOTAL	454,224,225.00	0.00	0.00	454,224,225.00
OPERATING EXPENDITURES				
1000 Certificated Salaries	174,959,194.00	0.00	0.00	174,959,194.00
2000 Classified Salaries	65,607,697.00	837,100.00	0.00	66,444,797.00
3000 Benefits	125,689,072.00	309,380.00	0.00	125,998,452.00
4000 Instructional Supplies	20,861,977.00	0.00	0.00	20,861,977.00
5000 Contracted Services	64,997,475.00	(180,201.00)	0.00	64,817,274.00
6000 Capital Outlay	2,687,012.00	0.00	0.00	2,687,012.00
7000 Other	248,421.00	0.00	0.00	248,421.00
TOTAL	455,050,848.00	966,279.00	0.00	456,017,127.00
OPERATING SURPLUS (DEFICIT)	(826,623.00)	(966,279.00)	0.00	(1,792,902.00)
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	(5,826,623.00)	(966,279.00)	0.00	(6,792,902.00)
BEGINNING FUND BALANCE 9791-92	147,063,324.00			147,063,324.00
Prior-Year Adjustments 9793-95	0.00		0.00	0.00
NET BEGINNING BALANCE	147,063,324.00		0.00	147,063,324.00
ENDING FUND BALANCE (EFB)	141,236,701.00	(966,279.00)	0.00	140,270,422.00
COMPONENTS OF ABOVE EFB:				
Nonspendable (9711-9719)	722,000.00	0.00	0.00	722,000.00
Restricted (9740)	61,251,156.00	0.00	0.00	61,251,156.00
Committed (9750/9760)	35,426,344.00	0.00	0.00	35,426,344.00
Assigned (9780)	14,755,391.00	0.00	0.00	14,755,391.00
Reserve Economic Uncertainties (9789)	13,801,525.44	28,988.37	0.00	13,830,513.81
Unassigned/Unappropriated (9790)	15,280,284.56	(995,267.37)	0.00	14,285,017.19
State Minimum Reserves %	6.32%		Meets	6.10%
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	\$ -			\$ -

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:

The total amount adjusted in Column 2 does not agree with the total cost as the 23-24 Adopted Budget assumed at least a 2.5% increase with the Teamsters bargaining unit which was consistent with all other bargaining unit settlements, also the adjustment assumes that all restricted categorical programs that do not receive a contribution from the unrestricted general fund will be adjusted to accommodate the increase.

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Mt. Diablo Unified

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)
ADA= 26,729			ADA= 26,729
OPERATING REVENUES: LCFF ADA			
LCFF Sources (8010-8099)	339,655,451.00	0.00	604,535.00
Remaining Revenues (8100-8799)	114,568,774.00	0.00	(7,767,212.00)
TOTAL	454,224,225.00	0.00	(7,162,677.00)
OPERATING EXPENDITURES			
1000 Certificated Salaries	174,959,194.00	0.00	3,337,472.00
2000 Classified Salaries	66,444,797.00	605,760.00	430,236.00
3000 Benefits	125,998,452.00	223,880.00	1,561,791.00
4000 Instructional Supplies	20,861,977.00	0.00	(7,482,121.00)
5000 Contracted Services	64,817,274.00	(52,543.00)	2,858,314.00
6000 Capital Outlay	2,687,012.00	0.00	66,600.00
7000 Other	248,421.00	0.00	0.00
TOTAL	456,017,127.00	777,097.00	772,292.00
OPERATING SURPLUS/(DEFICIT)	(1,792,902.00)	(777,097.00)	(7,934,969.00)
Other Sources and Transfers In	0.00	0.00	0.00
Other Uses and Transfers Out	5,000,000.00	0.00	(5,000,000.00)
CURRENT YEAR INCREASE/(DECREASE) TO FUND BALANCE	(6,792,902.00)	(777,097.00)	(2,934,969.00)
BEGINNING FUND BALANCE (9791) (Pulls from prior year EFB)	140,270,422.00		140,270,422.00
Prior-Year Adjustments (9792-9795)			0.00
NET BEGINNING BALANCE	140,270,422.00		140,270,422.00
ENDING FUND BALANCE (EFB)	133,477,520.00	(777,097.00)	(2,934,969.00)
COMPONENTS OF EFB (above):			
Nonspendable (9711-9719)	722,000.00	0.00	0.00
Restricted (9740)	61,251,156.00	0.00	(2,458,247.00)
Committed (9750/9760)	35,426,344.00	0.00	0.00
Assigned (9780)	14,755,391.00	0.00	(6,273,345.00)
Reserve Economic Uncertainties	13,830,513.81	23,312.91	(126,831.24)
Unassigned/Unappropriated (9790)	7,492,115.19	(800,409.91)	5,923,454.24
State Minimum Reserves %	4.63%		Meets 5.76%
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:

See Section 10

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Mt. Diablo Unified

SCHOOL DISTRICT

Second Subsequent Year 2025 - 2026			
(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)
ADA= 26,378			ADA= 26,378
OPERATING REVENUES: LCFF ADA			
LCFF Sources (8010-8099)	340,259,986.00	0.00	346,978,546.00
Remaining Revenues (8100-8799)	106,801,562.00	0.00	106,801,562.00
TOTAL	447,061,548.00	0.00	453,780,108.00

OPERATING EXPENDITURES

1000 Certificated Salaries	178,296,666.00	0.00	2,907,600.00	181,204,266.00
2000 Classified Salaries	67,480,793.00	0.00	937,300.00	68,418,093.00
3000 Benefits	127,784,123.00	0.00	3,145,766.00	130,929,889.00
4000 Instructional Supplies	13,379,856.00	0.00	665,261.00	14,045,117.00
5000 Contracted Services	67,623,045.00	0.00	1,202,934.00	68,825,979.00
6000 Capital Outlay	2,753,612.00	0.00	68,400.00	2,822,012.00
7000 Other	248,421.00	0.00	0.00	248,421.00
TOTAL	457,566,516.00	0.00	8,927,261.00	466,493,777.00

OPERATING SURPLUS/(DEFICIT)

	(10,504,968.00)	0.00	(2,208,701.00)	(12,713,669.00)
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Other Sources and Transfers In
Other Uses and Transfers Out

0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00

CURRENT YEAR INCREASE/ (DECREASE) TO FUND BALANCE

	(10,504,968.00)	0.00	(2,208,701.00)	(12,713,669.00)
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BEGINNING FUND BALANCE (9791)

(Pulls from prior year EFB)

129,765,454.00				129,765,454.00
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Prior-Year Adjustments (9792-9795)

				0.00
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NET BEGINNING BALANCE

129,765,454.00				129,765,454.00
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ENDING FUND BALANCE (EFB)

119,260,486.00	0.00	(2,208,701.00)		117,051,785.00
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COMPONENTS OF EFB (above):

(use whole rounded numbers only)

Nonspendable (9711-9719)	722,000.00			722,000.00
Restricted (9740)	58,792,909.00		(2,518,247.00)	56,274,662.00
Committed (9750/9760)	35,426,344.00			35,426,344.00
Assigned (9780)	8,482,046.00		(8,482,046.00)	0.00
Reserve Economic Uncertainties	13,726,995.48	0.00	267,817.83	13,994,813.31
Unassigned/Unappropriated (9790)	2,110,191.52	0.00	8,523,774.17	10,633,965.69
State Minimum Reserves %	3.46%		Meets	5.28%
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

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 23-24 8.22%, 24-25 3.94%, 25-26 3.29%; CPI 3.55%, 3.03%, 2.64%; Enrollment 28,804, 28,704, 28,554; ADA to Enrollment ratio of 91.5% and an unduplicated pupil percentage of 47% for all three years.

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 implementation of a 3-year average LCFF calculation, LCFF COLA's, the availability of one-time funds, and anticipated reduction in contract costs as a result of employee recruitment and retention with competitive salaries that this tentative agreement would provide.

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 between the District and Teamsters provides for a 7% ongoing salary increase in 2023-24, effective July 1, 2023. An additional 3% ongoing salary increase in 2024-25, effective July 1, 2024. There are reopeners for salary and benefits for fiscal year 2025-26.

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):

Unrestricted fund balance

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Mt. Diablo Unified

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 \$12,287.00
(B)	Less Prior-Year (PY) LCFF BASC Calculator Rate per ADA: (PY LCFF Entitlement per ADA, FCMAT LCFF Calculator, Calculator Tab, Row 57)	\$11,342.00
(C)	= Amount of Current-Year Increase or (decrease): (A) minus (B)	945.00
(D)	= Percentage Increase or (decrease) in LCFF per ADA: (C) divided by (B)	8.33%
(E)	ADA Increase/(Decrease) from Prior Year as %	(3.02%)
	Current year P-2 LCFF funded ADA (greater of PY guarantee or current year)	27,644.00
	Prior Year P-2 LCFF funded ADA (greater of PY guarantee or current year)	28,506.00
(F)	Total LCFF % increase or (decrease) plus ADA % change	5.31%
(G)	Indicate Total Settlement Percentage Change from Section 5	7.00%

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

The proposed agreement percentage is higher so that the District can stay competitive in recruitment for vacant positions as well as retain current employees.

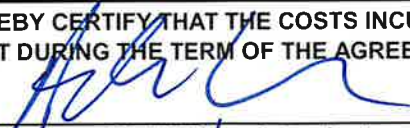
CERTIFICATION

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**.

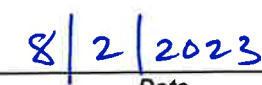
The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Collective Bargaining Agreement") in accordance 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, August 16, 2023 took action to approve the proposed Agreement with the Teamsters Local Union No. 856 Bargaining Unit.

President, Governing Board - signature

Date

Teamsters Contract Summary of Article Changes 2023-2026

Article 1 Recognition

- Name Change of IT

Article 2 Coverage

- Addition of subs and newly created positions

Article 4 Grievance Coverage

- Clarification of Language

Article 6 Overtime

- Compensatory time can be denied in alignment with Ed Code.
- This will help with the overall operation of the District

Article 7: Call Back Time

- Changed language to 1 hour of call back time if the work is remote

Article 10 Holidays

- Added Juneteenth
- 1 and ½ times pay for those scheduled to work on holidays

Article 24 Salary Administration

- Change of language that allows Human Resources to pay candidates on the salary schedule based on years of experience

Article 25 salary

- 7% increase for 2023-2024
- 3% increase for 2024-2025
- Reopener for salary and benefits for the 2025-2026 school year

Article 27- Mileage

- Clarification and allowance to change the form to electronic

Article 32 Discipline

- Allows the District to skip steps if the offense is serious in nature
- Aligned language to Ed Code

Article 33 Release of Non-Permanent/Probationary Employees

- Eliminates the requirement to meet with the employee for release

Article 35 Layoff Procedures

- Clarified layoff language

Article 37 Promotion

- Added language around internal candidates and materials to be reviewed
- Provides the interview team more flexibility to make a decision that is best for District

Article 41 Transfer

- Allows postings to be online and not on paper
- Shortened timelines to 5 days

Article 42 Food Service

- Created a guideline for extra work procedures
- Clarification on summer school/summer work

Teamsters Contract Summary of Article Changes 2023-2026

Article 43 Transportation

- Clarified language on vacation accrual

Article 46 Low-Level Maintenance

- Clarified and modernized language

New IT Article

- Created a new article that helps with the function of the department

Revision to Article 22 Sick leave

- Extended sick leave shall run concurrently with the employee's regular and accumulated sick leave.

Salary Study

- A salary study will be conducted to review positions and the salary associated with those positions. No guaranteed salary increases as a result of the study.

**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

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

Teamsters Local Union No. 856

BARGAINING UNIT

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

08/16/23

A. PERIOD OF AGREEMENT:

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

07/01/23
06/30/26
2023-24, 2024-25, 2025-26

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	\$25,845,482
2.	Current Year Costs After Agreement	\$27,654,666
3.	Total Cost Change	\$1,809,184
4.	Percentage Change	7.00%
5.	Value of a 1% Change	\$258,455

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)	
2.	Step & Column (Average % Change Over Prior Year Salary Schedule)	
3.	TOTAL PERCENTAGE CHANGE FOR THE AVERAGE, REPRESENTED EMPLOYEE	
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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D. PERCENTAGE BENEFITS CHANGE FOR BOTH STATUTORY AND DISTRICT-PROVIDED EMPLOYEE BENEFITS INCLUDED IN THIS PROPOSED AGREEMENT:

1.	Cost of Benefits Before Agreement	\$6,974,452
2.	Cost of Benefits After Agreement	\$7,462,664
3.	Percentage Change in Total Costs	7.00%

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:	\$461,017,127
2.	Percentage Reserve Level State Standard for District:	3.0%
3.	Amount of State Minimum Reserve Standard:	\$13,830,514

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)	\$13,830,514
5.	Unassigned/Unappropriated (Object 9790)	\$14,285,017
6.	Total Reserves: (Object 9789 + 9790)	\$28,115,531

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:	\$28,115,531
9.	Percentage of General Fund Expenditures/Uses	6.10%
Difference between District Reserves and Minimum State Requirement		\$14,285,017

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F. MULTIYEAR CONTRACT AGREEMENT PROVISIONS

LCFF COLA 23-24 8.22%, 24-25 3.94%, 25-26 3.29%; CPI 3.55%, 3.03%, 2.64%; Enrollment 28,804, 28,704, 28,554; ADA to Enrollment ratio of 91.5% and an unduplicated pupil percentage of 47% for all three years.

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 implementation of a 3-year average LCFF calculation, LCFF COLA's, the availability of one-time funds, and anticipated reduction in contract costs as a result of employee recruitment and retention with competitive salaries that this tentative agreement would provide.

H. NARRATIVE OF AGREEMENT

The tentative agreement between the District and Teamsters provides for a 7% ongoing salary increase in 2023-24, effective July 1, 2023. An additional 3% ongoing salary increase in 2024-25, effective July 1, 2024. There are reopeners for salary and benefits for fiscal year 2025-26.

I. SOURCE OF FUNDING FOR PROPOSED AGREEMENT

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

Unrestricted fund balance

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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

8/3/2023

Date



Chief Business Official- signature

8/02/2023

Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on 8/16/2023 took action to approve the proposed Agreement with the Teamsters Local Union No. 856 Bargaining Unit.

President, Governing Board
(signature)

Date