Memorandum of Understanding Between
The Mt. Diablo Unified School District
And
the Clerical, Secretarial & Technical Unit (CST)
Regarding an on-schedule salary increase for the Hiring and Retention Bonus agreement
June 22, 2022

This Memorandum of Understanding ("MOU") is entered into, by and between the Mt. Diablo Unified School District ("MDUSD" or "the District") and the CST, hereafter collectively referred to as "the Parties," on June 22, 2022 regarding an on-schedule salary increase to resolve all and any questions or potential disputes regarding the most recent successor contract and whether or not any agreed to compensation increases apply to any money outside of the base regular monthly salary (such as stipends, vacation rates, substitute rates, etc.).

CST and the District agree to the following:

1. The parties agree that MDUSD, without reopening the contract, will provide an additional 1.5% on schedule increase (pending board approval and AB1200 approval from the county). (This is in addition to any increase agreed to in the most recent completed collective bargaining agreement between the Parties dated April 12, 2022.)

2. The 1.5% on-schedule salary increase will become effective 9/1/2022 for the 2022-2023 salary schedule. The increased salary rate provided for in Paragraph 1 above is for an employee's salary (going forward from 9/1/2022) and shall be reflected in the August 2022 paycheck or the next paycheck thereafter.

3. Violations of this MOU or agreement shall be subject to the grievance article of the Collective Bargaining Agreement between the Parties.

4. This agreement is non-precedential and does not establish a past practice.

5. In exchange for the above referenced salary increase, CST agrees:

The following section will replace Article 37, Section 116 "d"

a. "d.. The District determines which candidates shall qualify to be interviewed based upon its assessment of the initial tests. A maximum of ten (10) candidates may be interviewed based upon the highest scores above the minimum passing score. Candidates with an Associate's degree or higher do not need to take a test.
b. to waive any and all claims that the 2021-2022 salary increase provided for under the Tentative Agreement reached by the parties dated April 12, 2022 applies to increase previous payments for items such as stipends, hourly rates, overtime, or any other compensation other than an employee's base salary, unless otherwise explicitly stated under the existing terms of the CST CBA.

6. This constitutes the full extent of the salary increase contemplated by the Parties under the current collective bargaining agreement. The Parties agree that the "me-too" provision of the Collective Bargaining Agreement does not trigger any additional compensation claims should any other unit also receive MDUSD board approval for any additional salary compensation during the months of June through September, 2022.

7. The District and CST agree that nothing in this agreement alters the term of the existing collective bargaining agreement (except as noted above in section 5) nor is this agreement intended to open or "unzip" the existing collective bargaining agreement which, by its express terms, is closed through June 30, 2024.

For the District:	For CST:
6/23/2022	6/22/2022
Date	Date