

Official Last Best Offer
Mt. Diablo Unified School District (MDUSD) to
Mt. Diablo Education Association (MDEA)

August 26, 2025

This is a Package Proposal (Proposal) from MDUSD to MDEA, which is the District's Official Last Best Offer (LBO), which means the following:

1. Except as provided herein, the District's position on all articles for purposes of this LBO retains all previously agreed-upon language with MDEA, and all other language will return to the status quo.
2. This LBO is a package intended to completely conclude these negotiations.
3. If the parties agree in writing to this LBO, the District will recommend its approval as a tentative agreement by the Board of Education, and MDEA will recommend its approval as a tentative agreement by its Executive Board.
4. If this LBO is not accepted as described above, the District will request the mediator to release us from mediation, thereby enabling the parties to proceed to the next stage of the statutory impasse process.

5.6.1 For purposes of this section programs are as follows:

Nurses
ELD Support Teachers
Elementary Music Teachers
Library Media Teachers
Language, Speech, & Hearing (Audiology) Specialists Reading Specialists
Resource Specialists (RSP)
Special Day Class teachers (SDC)
Elementary/Middle School Counselors
Enrichment and Support Teachers

5.5.14.1 If there is a TK vacancy at a site, before adding a bargaining unit member with a multiple subject credential, subject to involuntary transfer according to the terms of this article, to the involuntary transfer list, the District will ~~may tentatively~~ assign that a bargaining unit member to fill the TK vacancy if the member is willing to obtain the required Early Childhood Education credits, ~~by the end of the following school year,~~ at their own cost. **The administrator making the assignment will notify the MDEA site representative at or around the time of making such an assignment.** ~~The District shall immediately inform the association of this assignment. When they are~~ After being assigned, the bargaining unit member shall be notified that this assignment requires the bargaining unit member to obtain ECE units at their own expense and/or meet the District's equivalency requirement(s). They shall will have ~~forty-eight (48) hours two(2) work Calendar dDays)~~ to accept or reject ~~agree or disagree to the~~ TK position assignment. If the bargaining unit member is not willing to obtain the required

ECE units, the bargaining unit member shall select an available position through the involuntary transfer process ~~will be applied~~. If the State does not allow emergency permits for TK educators, ~~if the bargaining unit member agrees to the assignment, they~~ must complete the required ECE units by June 30th of the current~~that~~ school year, prior to being assigned to the TK classroom. ~~if no emergency permit is available~~. If the State ~~permits the issuance of~~ emergency permits for teachers assigned to TK, the teacher must complete the required ECE units within 12 months of the assignment to the TK classroom. ~~If the bargaining unit member does not obtain the required ECE units, the bargaining unit member shall select an available position through the involuntary transfer process, prior to the first contractual work day of the following school year will take place in the month of July.~~

6.1 Class Size

6.1.1 Effective July 1, ~~2025~~ 2020, in assigning students to classes the following guidelines will be observed:

	Maximum Class Size
TK and K All Day-360 minutes	28 27-25 24
TK District will follow state law regarding the adult to student ratio for TK.	32 27-24
K	31 28 32 26 24
1-3	31-30-28
TK-3 Combination	30
4 and 5	34 33-32
4-5 Combination	31
TWDL TK-3	24 27 28
TWDL 4-5	29 28 30 *
6-12	37
English	33
High School Math	35 6
Physical Education	45
Elementary Physical Education	45
Secondary Choral Music	45
Secondary Instrumental Music	45
Continuation	28
6 th -8 th at Holbrook Language Academy	33
9 th -12 th Independent Study	25

9.2.1.4.1 Bargaining unit members who are requested to attend trainings beyond their site time shall be paid at the Certificated Hourly Rate, and shall submit timesheets for this work, and shall round their time to the nearest quarter hour, for:

Bargaining Unit members who are requested by administration to present or train or are required by the training to present or train (i.e. Train the Trainer), shall be compensated for: up to 2 hours of pay for every one hour of training that they will provide at the certificated hourly rate for up to 2 hours of pay for every one hour of training that they will present. provide and up to four hours per month for time spent supporting the content, curriculum, program, etc. with colleagues, committees, admin, contractors, etc.

Article 11-Evaluations

11.2.1.1 The parties agree to negotiate that when the Commission on Teacher Credentialing publishes a continuum related to the new CSTP, they shall negotiate the rating scale consistent with the continuum issued by the Commission on Teacher Credentialing related to the new CSTP.

14.1 Salary Increases

14.1.1 Effective July 1, 2025, the salary schedule shall be increased by two and three-tenths (2.3%) percent. ~~five (5%) seven percent (7%) one eight percent (1% 8%)~~. Effective July 1, 2024, the salary schedule shall be increased by nine percent (9%).

~~14.1.2 Effective July 1, 2026, the salary schedule shall be increased by three (3%) four percent (4%) one five percent (1% 5%).~~ There shall be re-opener negotiations limited to a potential increase to the salary schedules in Appendix A of this agreement for the 2026-2027 school year and any resulting increase in already indexed compensation.

~~14.1.3 Effective July 1, 2027, the salary schedule shall be increased by three (3%) four percent (4%) five percent (5%).~~ There shall be re-opener negotiations limited to a potential increase to the salary schedules in Appendix A of this agreement for the 2027-2028 school year and any resulting increase in already indexed compensation.

16.2 Medical Benefits and Cash In-Lieu

16.2.1 Effective January 1, 2026, The District will pay one hundred percent (100%) of the Kaiser CalPERS rate, by level, for single, employee+ 1, and family plan, for all of the ~~2024 and 2025~~ 2026, 2027 and 2028, benefit plan years (January 1, 2024~~67~~ through December 31, 2025~~68~~). The full 2025~~67~~ Kaiser CalPERS rate will establish a new minimum dollar amount of District medical benefits contribution. Effective January 1, 2026~~78~~ and moving forward, in each subsequent Benefit Year, the District will pay eighty percent (80%) of the

annual increase of the Kaiser CalPERS rate for that Benefit Year for each applicable tier; provided that the dollar increase does not exceed four percent (4%) of the then current dollar cost. Should the dollar cost increase in any year exceed four percent (4%), the District share will be calculated to include eighty percent (80%) of the first four percent (4%) increase and the employee's share shall be the remaining twenty percent (20%) of the first four percent (4%) increase.

In any year the increase exceeds four percent (4%), the amount over four percent (4%), shall be paid by the employee, unless the District and MDEA negotiate a different amount. If this is the case, the District share may be less than eighty percent (80%) of the then current Kaiser CalPERS rate.

16.2.1.1 In the event that the dollar cost increase exceeds four percent (4%) and the District/Bargaining unit negotiation regarding any excess percentage share begin, benefit coverage will continue. Members will not be at risk of losing coverage during these negotiations.

Article 19 Leaves of Absence

The District maintains its proposal from April 22, 2025 (2:48 p.m.), with the addition of section 19.6.1 below:

19.6 Personal Necessity

19.6.1.1 (a) Discretionary Days

Up to ~~ten (10) eight (8)~~ ~~four (4)~~ **five (5)** days of personal necessity may be utilized at the discretion of individual **bargaining** unit members each school year ("Discretionary Days"). **Bargaining u**nit members shall give their supervisor three (3) school days' advance notice of their intention to use **up to four (4)** Discretionary Days. **Bargaining u**nit members shall give their supervisor **ten (10) school days' advance notice of their intention to use five (5) consecutive Discretionary Days**. Such notice shall be tendered, in writing, and Discretionary Days shall also be entered into the District's substitute notification system at least three (3) **(or ten 10 school days as appropriate)** prior to utilization. Such Discretionary Days shall be included in the allotted ten (10) days of personal necessity leave which may be used during each school year.