MEMORANDUM OF UNDERSTANDING
Between Mt. Diablo Unified School District and
Teamsters Local Union No. 856
Skill Trades Position
February 10, 2025

The Mt. Diablo Unified School District ("District") and Teamsters Local 856 ("Teamsters"), collectively referred to as "the Parties," have considered their mutual interests and have agreed to enter into this Tentative Agreement ("Agreement"), to resolve negotiations for the 2023-2026 Collective Bargaining Agreement salary compensation study component.

To address both the updating of outdated job descriptions, which may include revisions to existing job duties, concerns about salary rates for certain positions as compared to the salaries for those positions in other school districts, and the need to fill vacancies in the M&O Department, the parties have met on several occasions regarding skilled and general maintenance workers. Through this process and supported by the study performed by School Services of California, it is clear that outdated job descriptions and low wages have contributed to a high vacancy rate. Therefore, the parties agree to the following to address all of these concerns:

1. Realign the following classifications in Pay Range 533. Former step three becomes step one increasing each step by 5%, up to step five, then increasing the pay range by 2.5%
    - Carpenter
    - Electrician
    - Electronics Technician
    - Glazier/Carpenter
    - Heating and AC Mechanic
    - Locksmith Carpenter
    - Painter
    - Plumber
    - Roofer
    - Welder
2. Increase the following classifications by 12.5%
    - General Maintenance Worker – Pay Range 502
    - General Maintenance Worker, Senior – Pay Range 518
    - Fire Systems Technician – Pay Range – 581
    - Heating Equipment Lube/Service Tech – Pay Range 511

3. The parties agree to move the Electro-Mechanical Technician from Range 565 to Range 589 & increase Range 589 by 12.5%. This position is to retain the services and expertise of the designated individual. Upon the individual's retirement, the District and Teamsters agree that the position shall be eliminated without requiring a reduction in services resolution or layoff, and the associated 1.0 Full-Time Equivalent (FTE) may be reallocated to an additional HVAC Technician position, subject to the availability of funding.
4. The parties mutually acknowledge and agree that all current employees holding these positions shall retain their existing salary step placement. (For example, if an employee is currently on Range 589, step 2, and pursuant to this Agreement that range receives a salary increase, the employee will remain on Step 2.)
5. The parties acknowledge that the Maintenance Senior Leadworker position replaces the Plumber/Welding Leadworker Senior position without requiring a reduction in services resolution or layoff. This position will be at Range 589 & and the range will increase by 12.5%.
6. The parties mutually agree to adopt the updated job descriptions for each position as presented and incorporated by reference into this agreement as an attachment.
7. The parties hereby agree that the revised compensation rates shall become effective on **April 1, 2025**, and shall be implemented in accordance with the terms set forth in this agreement.
8. This Agreement reflects the completion of the Agreement reached between the Parties in Paragraph 4 of the June 23, 2023 Tentative Agreement.

9. The Agreement shall become effective upon approval by Teamsters and the District, as evidenced by the signature of the Teamsters and District designees and by ratification of the Teamsters unit members and approval of the District Board of Education.

FOR TEAMSTERS LOCAL 856

FOR DISTRICT