Parent/Family Advisory Committee Meeting

April 28, 2026

MT. DIABLO
UNIFIED SCHOOL DISTRICT



- Welcome & Introductions
- Goals for PAC
- LCAP Goals
- Updates - Dr. Clark
- HR - LCAP Goal 2 - Hiring and retaining highly qualified staff
- Fiscal - LCAP Budget

MT. DIABLO
UNIFIED SCHOOL DISTRICT

Introductions



- Name
- School Site
- Student’s grade level
- New to PAC?

MT. DIABLO
UNIFIED SCHOOL DISTRICT

PAC Goals for 2025 - 26

The purpose of the Committee is to support, encourage and improve the quality of education and the well-being of all students within Mt. Diablo Unified School District through shared information and collaboration.

The Parent Advisory Committee's mission is to engage families to help shape education policy and represent diverse parent voices in the statewide decision-making process.

The PAC is committed to helping close gaps in achievement and to create authentic engagement opportunities that will result in transformative outcomes for California students.

MT. DIABLO
UNIFIED SCHOOL DISTRICT

The purpose of this committee shall be to review, recommend, and advise the district on matters pertaining to the Local Control Accountability Plan (LCAP) and Local Control Funding Formula (LCFF).

- Advise administration and staff on parents/families' views on any matter related to schools programs, practices policies, plans, and activities
- Communicate with parents/guardians and to promote parent/guardian engagement between home and school in providing for the education of their children
- Assist parents/families in access the system and to facilitate advocacy support for individual children and their parents/ family
- Assist in the planning, development, implementation and evaluation of the LCAP, using data to inform discussions.
- Assist with efforts to make parents aware of the district's policy and procedures relating to the programs and actions within the LCAP and other critical district plans.

LCAP Goals

1. All students will receive a high quality education in a safe and welcoming environment with high expectations and rigorous instruction in the California State Standards that prepare them for college and career.

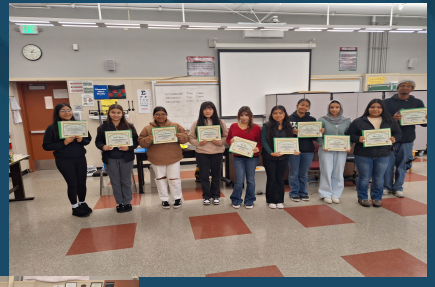
2. Highly qualified, culturally proficient, and responsive staff will create a safe and engaging learning environment respectful of all students' backgrounds ensuring they are college and career ready when they graduate.

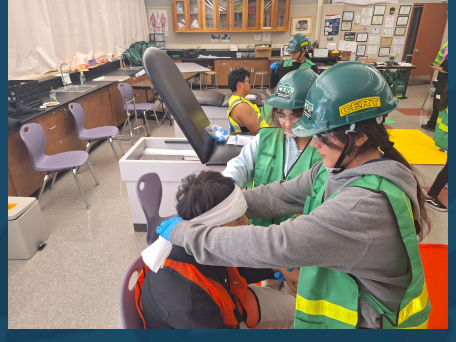
3. Families and community members will be informed, and empowered as partners with Mt. Diablo Unified to support student learning and improve student outcomes.

4. Focal scholars, specifically African American students, Foster Youth, students experiencing homelessness, students with IEPs and multilingual students, will experience culturally responsive practices and be provided rigorous instruction within an educational environment that builds trust and inclusive partnerships between the students, families, and staff.

5. All students at Crossroads High School and Olympic High School will demonstrate a 6% increase in attendance rate and a 6% increase in on-pace graduation rate by June 2026, leading to an increase of 6% in graduation rates.

ccee
California Collaborative
for Educational Excellence





Mt. Diablo
Unified School District



MT. DIABLO
UNIFIED SCHOOL DISTRICT

MT. DIABLO
UNIFIED SCHOOL DISTRICT

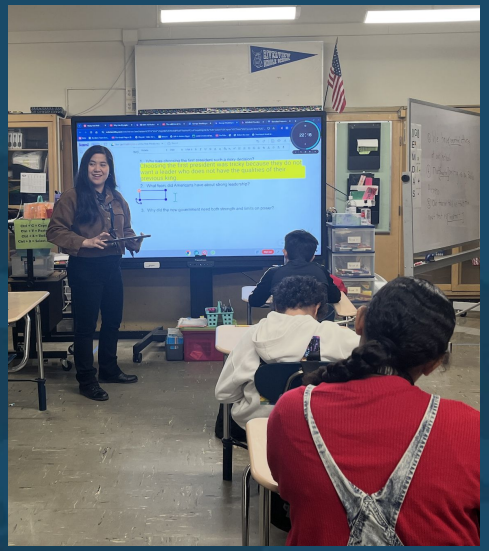
Human Resources

April 28, 2026
Presented By:
Ryan Sheehy: Chief, Human Resources

LCAP Goal 2

High quality, culturally proficient, and responsive staff will create a safe, supportive, and engaging learning environment respectful of all students' backgrounds to ensure they are college and career ready.





MT. DIABLO
UNIFIED SCHOOL DISTRICT

HR CORE VALUES

- Equity and Access
- Trust & Ethics
- Service Mindset
- Collaboration and Positive Labor Relations
- Continuous Improvement & Professional Growth
- Student-Centered Focus

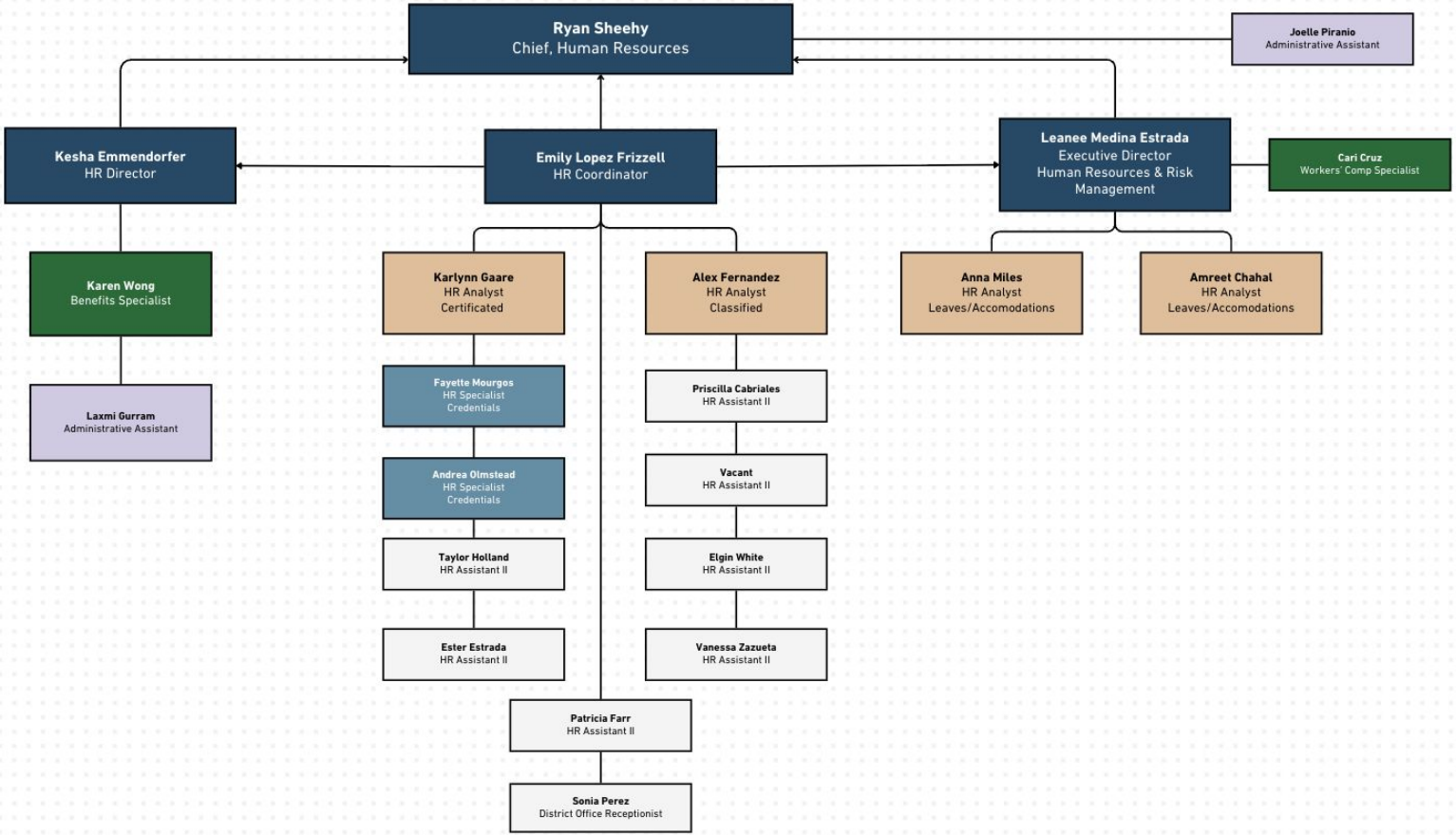
MT. DIABLO
UNIFIED SCHOOL DISTRICT

WHO WORKS IN HUMAN RESOURCES?

MT. DIABLO
UNIFIED SCHOOL DISTRICT

ORGANIZATIONAL CHART

MDUSD
Human Resources Department



HR ORG MOVEMENT

- Consistency in services
- Hire to retire
- Communication w/ other departments
- Service
- Teamwork/ Desk Coverage
- Coaching Support

MT. DIABLO
UNIFIED SCHOOL DISTRICT

HR IS RESPONSIBLE FOR:

- Staffing (all aspects)
- Investigations
- Labor Relations
- Employment Law Administration
- Job Description Revision/Development
- Collective Bargaining
- Contract Monitoring
- Compensation Administration
- Compliance Management, Monitoring, and Guidance
- Professional Development
- Conflict Management

MT. DIABLO
UNIFIED SCHOOL DISTRICT

COLLECTIVE BARGAINING AGREEMENTS

- Mt. Diablo Educators Association (MDEA)
- Mt. Diablo School Psychologist Association (MDSPA)
- Clerical, Secretarial, Technical (CST) AFSCME Local One
- California School Employee Association (CSEA)
- Teamsters
- What Are Collective Bargaining Agreements & Memorandum of Understandings (MOU)
- Where Do These Employees Work?

MT. DIABLO
UNIFIED SCHOOL DISTRICT

NEGOTIATIONS

- Educational Employment Relations Act (“The Rodda Act”) (Gov. Code, §§ 3540 *et seq.*)
- Improve personnel management and employer-employee relations

WHAT DO WE NEGOTIATE?

- Scope of Representation: matters relating to wages, hours of employment, and other terms and conditions of employment (Gov. Code, § 3543.2, subd. (a).)
- Enumerated terms and conditions of employment

MT. DIABLO
UNIFIED SCHOOL DISTRICT

TERMS OF EMPLOYMENT (examples)

- Health and welfare benefits
- Leaves of absence
- Transfer and reassignment policies
- Safety conditions of employment
- Class size
- Evaluation procedures
- Organizational security
- Grievance processing
- Layoff of probationary employee

MT. DIABLO
UNIFIED SCHOOL DISTRICT

RECRUITMENT: LANDSCAPE IS SHIFTING

- 100% Medical Benefits
- Salaries are Competitive
- Free Agents
- 85% of MDUSD employees live within boundaries
- Why do they want to work with you?
- Who is sharing your story & what story is being told?
- People want to see the job & responsibilities

MT. DIABLO
UNIFIED SCHOOL DISTRICT

WHERE DOES MDUSD RECRUIT?

- Social Media
  - Paid Ads on Instagram, Facebook, LinkedIn
- Movie Theaters
- Billboards/Travel Shelters
- Job Fairs: Adult Education, California Department of Education, Chico State, Labor Groups, MDUSD Job Fairs, Monterey Bay, Sacramento State, Saint Mary's, Santa Clara, Sonoma State, UC Davis, University of San Juan

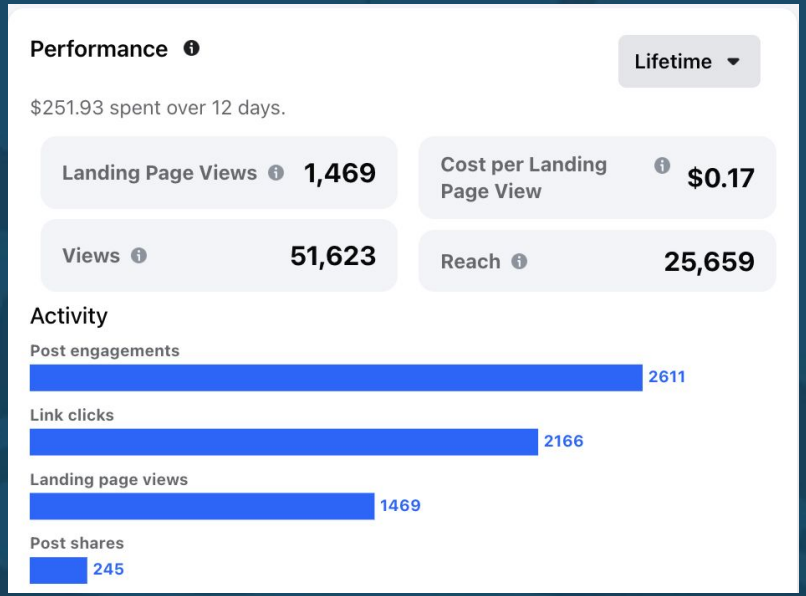
MT. DIABLO
UNIFIED SCHOOL DISTRICT

RETURN ON INVESTMENT

Certificated Post



Custodian Post

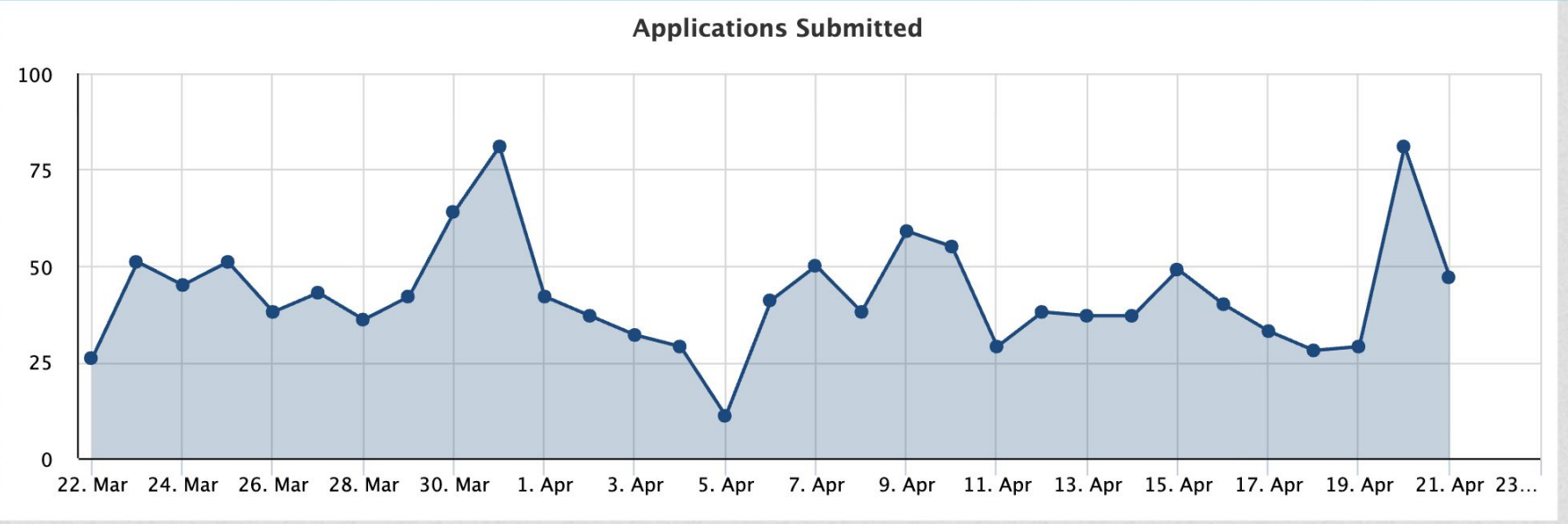


MT. DIABLO UNIFIED SCHOOL DISTRICT

APPLICATIONS ARE INCREASING

1,319 APPLICATIONS SUBMITTED BETWEEN 03/22/2026 AND 04/21/2026

Trends



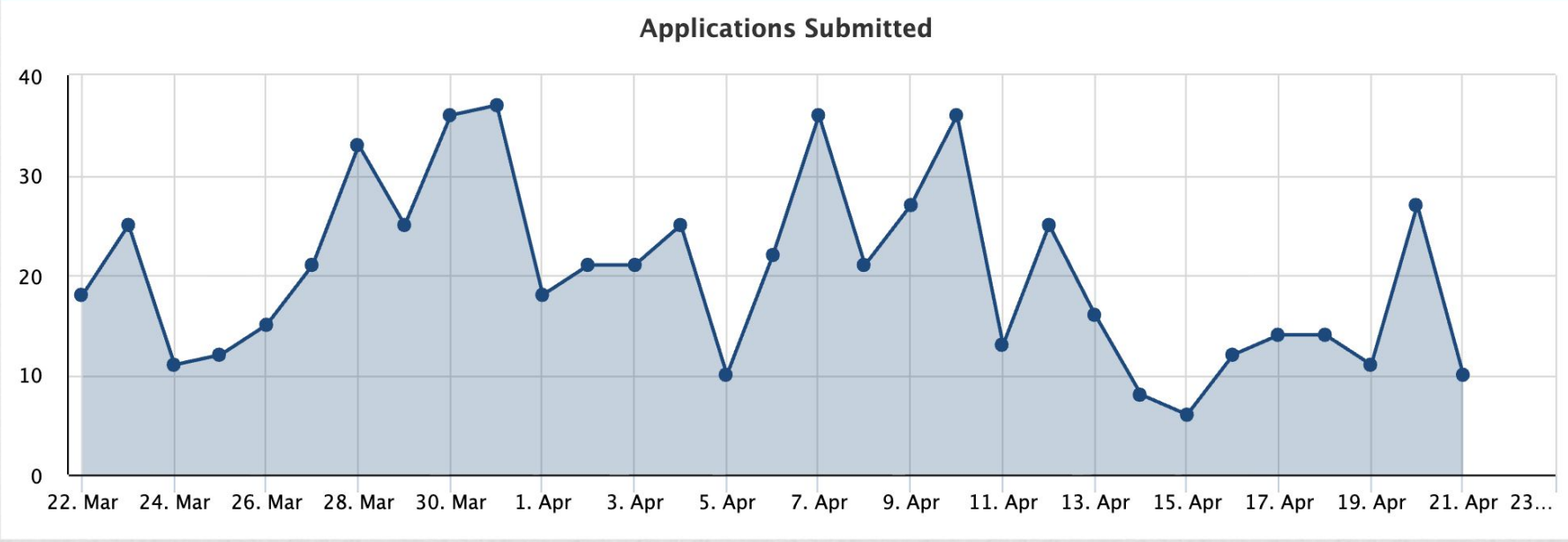
MT. DIABLO
UNIFIED SCHOOL DISTRICT

* 200 More than last year during same time period

CERTIFICATED APPLICATIONS

626 CERTIFIED APPLICATIONS SUBMITTED BETWEEN 03/22/2026 AND 04/21/2026

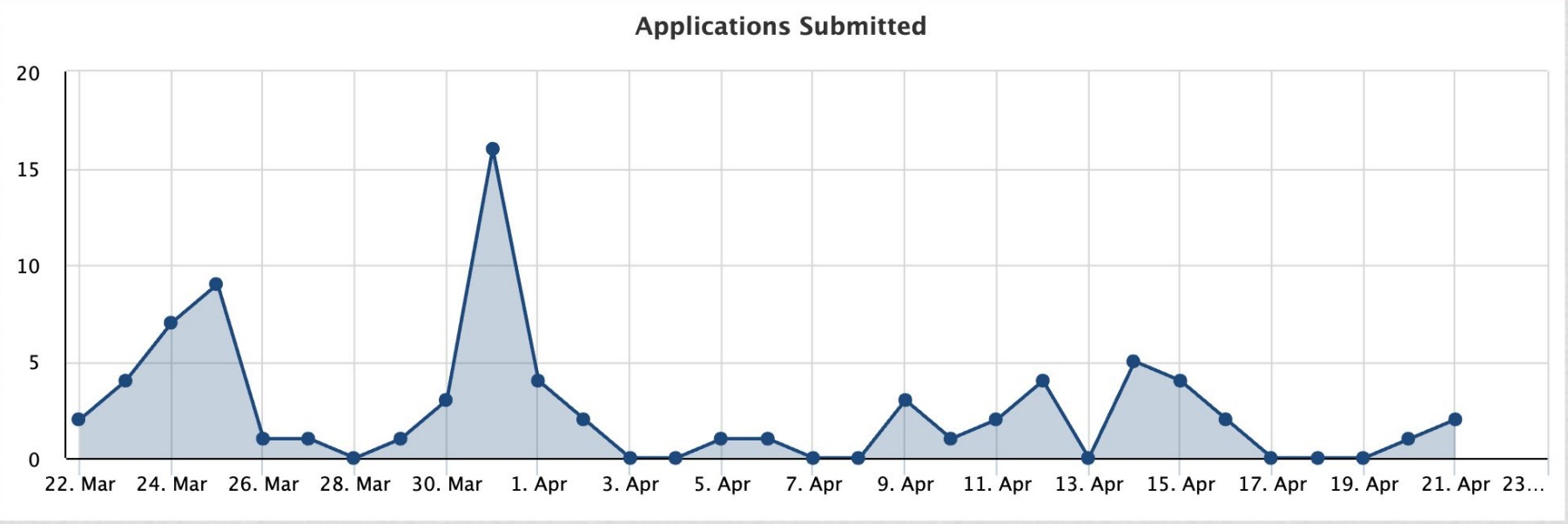
Trends



MT. DIABLO
UNIFIED SCHOOL DISTRICT

76 SPECIAL EDUCATION ASSISTANTS APPLICATIONS SUBMITTED BETWEEN 03/22/2026 AND 04/21/2026

Trends



MT. DIABLO
UNIFIED SCHOOL DISTRICT

MT. DIABLO
UNIFIED SCHOOL DISTRICT

Fiscal Department

April 28, 2026

Presented By:

Brenda Barbera - Director of Budget, Accounting & Fiscal Compliance

Mission & Goals for the Fiscal Team

- To support the district's educational goals through the LCAP while complying with legal, legislative, state and federal fiscal requirements and regulations

- To ensure fiscal integrity and operational efficiency

- To manage the districts resources and maximize student achievement while maintaining financial stability

- Provide financial support to school sites and departments

MT. DIABLO
UNIFIED SCHOOL DISTRICT

Who is on your team and what are their roles?

Budget
- Provide fiscal support and guidance for our schools, departments, and staff.
- Monitor budgets and ensure expenditure compliance with district goals while adhering to Sate and Federal regulations.
- Analyze revenue and expenditures.
- Update budgets at reporting periods based on revenue and expenditure projections.
- Complete state and federal reporting requirements.

Accounting
Accounts Receivable
- Deposit cash and checks.
- Collect developer fees.
- Reconcile payroll, cash, and substitute-costs.
- Ensure accurate billing and invoicing.

Accounts Payable
- Ensure timely payments while ensuring compliance with district policies and governement regulations.
- Manage expenditure claims and reimbursements.
- Reissue stale-dated checks
- Complete 1099 reporting.

Payroll
- Ensure accurate and timely compensation for employees by processing salaries, taxes and deductions while adhering with district board policies and bargaining unit contracts while complying state, federal and government regulations.
- CalSTRS/CalPERS retirement reporting.
- Process extra-duty and overtime timesheets.
- Manage tax withholdings, wage garnishments, and direct deposits in compliance with legal standards.

Position Control
- Collaborate with all school sites and departments to review and track their temporary, permanent, and vacant positions.
- Manage changes of all district authorized positions.

Fiscal Compliance
- Ensures transactions and budget activities align with state, federal and local regulations.
- Ensures the district is maintaining fiscal integrity by auditing and monitoring budgets in alignment with state standards.

MT. DIABLO
UNIFIED SCHOOL DISTRICT

MT. DIABLO UNIFIED SCHOOL DISTRICT

FISCAL Inquiry Chart

BUDGET SERVICES

Budget

Site: 140, 142, 153, 174, 175, 176, 182, 280, 399 Mgr: 014, 017, 022	Crystal Horne	4077
Site: 112, 115, 145, 179, 191, 192, 222, 267, 271, 326 Mgr: 009, 016, 019, 554, 555	Kathy Brown	4075
Site: 125, 134, 152, 156, 168, 198, 231, 289, 355 Mgr: 004, 006, 010	Van Bui	4087
Site: 114, 119, 143, 181, 197, 235, 273, 358, 441, 470 Mgr: 001, 002, 012, 013, 015	VACANT	4103
Site: 132, 154, 178, 187, 188, 196, 260, 324, 457, 462 **Mgr:** 005, 007, 018	Shawna Scott	4208
Bank Accounts: Clearing, Revolving, ASB	Andrea Rose	4206
Bank Reconcilliations: Clearing, Revolving, ASB	Andrea Rose	4206
Chart of accounts, Business Plus Codes	Brenda Barbera	4073
Debt Svc Payment, Recon (County Cash, Investment, etc.)	Leslie Lorencillo	4260
Federal Time Accounting	Crystal Horne	4087
Income Budgets	Brenda Barbera	4073
Tax ID*, Request for Dist. W9 (See Tax Stauts Memo in Handbook)	Anastasia Carter	4090

POSITION CONTROL

Position Control Budget	Sandra Inouye	4089

ACCOUNTING

Accounts Receivable

Cash/Check Abatements	Cristian Munoz	4088
Developer Fee Collections	Krista Hobbs	4079
Donations to the District (see Handbook for Tax Status Memo)	Cristian Munoz	4088
Income from Outside Sources	Cristian Munoz	4088
Payroll and Cash Reconciliations	Leslie Lorencillo	4260
Sub-costs	Cristian Munoz	4088
Invoicing:		
Purchase Orders, Monthly Leases, COBRA, Overpayment, Property Damages, Self-Paid Benefits	Krista Hobbs	4079

Accounts Payable

CAL Card Statements, Memos, Revolving Cash Reimbursements	Vanessa Walker	4083
Contract Payments, Athletic Payments (Officials & Pool Rentals)	Betty Christians	4086
Expense Claims (Conference), Employee ID in PE Data, New PEIDs	Vanessa Walker	4083
Measure J Invoices	Vanessa Walker	4083
Medical Reimbursments (Retirees)	Leslie Lorencillo	4260
Mileage Claims	Vanessa Walker	4083
PO payments Vendors A-M	Betty Christians	4085
PO payments Vendors N-Z	Dal Bogati	4082
Special Education Invoices	Betty Christians	4086
Stale-Dated Checks Reissuance (request form from AP)	Betty Christians	4086
Stop Pay	Vanessa Walker	4083
Tax Form 1099	Derrick Miranda	4084
Utilities	Vanessa Walker	4085
W-9's (Vendors)	Purchasing	3742

PAYROLL

Certificated Employees

Absences	Marisa Andrada	4074
Last Name A-K	Caroline Mariano	4076
Last Name L-Z	Anna Dito	4078

Classified Employees

Absences	Emily Calderon	4484
Last Name A-G	Megan Stevens	4207
Last Name H-O	Fei Jin	4200
Last Name P-Z	Sherry Geisler	4081

Non-Bargaining Employees

Admin Substitute (Last Name A-K)	Caroline Mariano	4076
Admin Substitute (Last Name L-Z)	Anna Dito	4078
Teacher Substitute	Marisa Adrada	4074
Adult Education	Emily Calderon	4484

Miscellaneous

payroll@mdusd.org	(925) 682-8000 x 4201

Direct Deposit Changes

Tax Withholding Forms (W-4 & DE-4) Changes

Verification of Employment

W-2's & Paycheck Stubs (Copy Request)

Vocabulary - Budget 101

TABLE OF ACRONYMS			
ADA	Average Daily Attendance	**K**	Kindergarten
AMIMBG	Arts, Music, & Instructional Materials Discretionary Block Grant	**LCAP**	Local Control Accountability Plan
AP	Advanced Placement	**LCFF**	Local Control Funding Formula
ASES	After School Education & Safety Grant	**LREBG**	Learning Recovery Emergency Block Grant
CCSPP	California Community Schools Partnership Program	**MYP**	Multi-Year Projections
CDE	California Department of Education	**OPEB**	Other Postemployment Benefits
COE	County Office of Education	**PERS**	Public Employees' Retirement System
COLA	Cost of Living Adjustment	**RRMA**	Routine Restricted Maintenance Account
CPA	California Partnership Academies Grant	**SELF**	Schools Excess Liability Fund
CTEIG	Career Technical Education Incentive Grant	**SELPA**	Special Education Local Plan Area
DOR	Department of Rehabilitation	**SPED**	Special Education
EEBG	Educator Effectiveness Block Grant	**STRS**	State Teachers' Retirement System
ELOP	Expanded Learning Opportunities Program	**SUI**	State Unemployment Insurance
ERP	Enterprise Resource Planning	**TK**	Transitional Kindergarten
IDEA	Individuals with Disabilities Education Act	**UPC**	Unduplicated Pupil Count
JROTC	Junior Reserve Officers' Training Corps	**UPP**	Unduplicated Pupil Percentage

Budget - General Fund Revenues & Expenditures

Description	Unrestricted	Restricted	Total
Total Revenues	375,954,042	116,195,437	492,149,479
Total Expenditures	306,955,717	225,851,645	532,807,362
Excess/(Deficiency)	68,998,325	(109,656,209)	(40,657,883)
Other Sources/Uses	(90,616,962)	90,616,962	0
Net Increase/(Decrease)	**(21,618,636)**	**(19,039,247)**	**(40,657,883)**
Add: Beginning Fund Balance	99,039,396	69,793,787	168,833,183
Ending Fund Balance	**77,420,759**	**50,754,540**	**128,175,300**

MT. DIABLO
UNIFIED SCHOOL DISTRICT

LCAP Update:

Goals	LCAP Description	Adopted Budget	Current Actuals
1.1	Standards-Based Inst. & Materials	$ 3,307,690	$ 9,520,353
1.2	Foundational Literacy	$ 1,151,324	$ 372,129
1.3	Class Size Reduction	$ 6,500,000	$ 6,596,072
1.4	Social-Emotional Learning Iniciatives	$ 6,429,273	$ 6,085,152
1.5	Health & Wellness	$ 1,667,939	$ 2,454,328
1.6	Positive School Climate & Safety	$ 2,115,186	$ 2,552,174
1.7	Expansion of Electives	$ 2,859,878	$ 444,300
1.8	Spec. Prgms. of Choice: College & Career	$ 3,987,200	$ 3,333,500
1.9	Expanded Learning	$ 2,110,637	$ 10,112,159
1.10	High School Credit Recovery	$ 2,397,369	$ 456,550
2.1	Training for Standards-Based Instruction	$ 6,997,024	$ 2,540,864
2.2	Instructional Coaching	$ 923,168	$ 1,090,865
2.3	Coaching & Supervision	$ 732,389	$ 38,204
2.4	Classified Training	$ 96,463	$ 171,920
2.5	Recruitment & Retention of Diverse Staff	$ 298,742	$ 568,789
2.6	Teacher Induction & Support	$ 562,791	$ 679,849

MT. DIABLO
UNIFIED SCHOOL DISTRICT

LCAP Update, Continued:

Goals	LCAP Description	Adopted Budget	Current Actuals
	3.1 School Connectedness	$ 646,039	$ 1,083,120
	3.2 Family & Community Communication	$ 168,805	$ 129,239
	3.3 Translation Support	$ 1,606,544	$ 619,270
	3.4 Family Nights & Education	$ 1,708,980	$ 85,561
	4.1 Support for African American Students	$ 804,899	$ 494,560
	4.2 Supports for Foster Y. & Exp. Homlessness	$ 299,237	$ 483,692
	4.3 Supports for English Learners	$ 2,298,993	$ 986,937
	4.4 Supports for Long Term English Learners	$ 2,228,961	$ 3,571,550
	4.5 Supports for Students with IEP's	$ 573,134	$ 21,309
	4.6 Supp. Funding & Accountability for Schools	$ 14,193,157	$ 5,669,182
	5.1 Student Outreach & Support	$ 66,666	$ 215,158
	5.2 Additional Support/Case Management	$ 239,939	$ 188,017
	5.3 Transportation & Basic Needs Supports	$ 151,667	$ 10,426,604
	5.4 Incentives & Recognition Activities	$ 16,667	Data Pending

MT. DIABLO
UNIFIED SCHOOL DISTRICT

Budget Calender Timeline



MARCH 2026

- 2025-26 SECOND INTERIM REPORT
- REDUCTION IN FORCE NOTICES
- 2026-27 BUDGET DEVELOPMENT

APRIL 2026

- 2026-27 BUDGET DEVELOPMENT

MAY 2026

- 2026-27 BUDGET DEVELOPMENT
- 2026-27 GOVERNOR'S MAY REVISE PROPOSALS

JUNE 2026

- 2026-27 LCAP/BUDGET PUBLIC HEARINGS
- 2026-27 LCAP/BUDGET ADOPTIONS

MT. DIABLO
UNIFIED SCHOOL DISTRICT





Future PAC Dates

- May 19th: LCAP Feedback Workshop

MT. DIABLO
UNIFIED SCHOOL DISTRICT

Thank You

MT. DIABLO
UNIFIED SCHOOL DISTRICT