AGREEMENT
between the
MT. DIABLO UNIFIED SCHOOL DISTRICT
and
CLERICAL SECRETARIAL TECHNICAL UNIT, AFSCME LOCAL ONE
May 22, 2026

WHEREAS, the current Collective Bargaining Agreement (CBA) between Mt. Diablo Unified School District (MDUSD) and the Clerical Secretarial Technical Unit, AFSCME Local (CST) One is set to expire on June 30, 2027, with reopeners for salary, benefits, and one article for MDUSD and one for CST for the 2026-2027 contractual year; and

WHEREAS, both parties recognize the value of maintaining stable and consistent labor relations for the benefit of employees, students, and the community; and

1. Effective July 1, 2026, the salary schedule shall be increased by a percentage equal to the funded COLA received by the District for 2026-2027, including any additional percentage ongoing LCFF base grant adjustment that becomes a permanent addition to the base grant, minus two-thirds of one percent. If the funded COLA is 0.6666% or less, there shall be no change to the salary schedule.

2. The District will pay 100% of the Kaiser CalPERS rate, by level, for single, employee+ 1, and family plan for the 2027 benefit plan years (January 1, 2027, through December 31, 2027). The full 2027 Kaiser CalPERS rate will establish a new minimum dollar amount of District medical benefits contributions. Effective January 1, 2028, 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 CST 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.

3. Except as modified by this agreement, all terms, provisions, and conditions of the current Collective Bargaining Agreement shall remain unchanged and fully enforceable.

4. The parties mutually agree to close salary and benefits for the 2026-2027 contractual year, while also agreeing not to open any additional articles as possible in Article 45, Term.

5. This agreement completely concludes re-opener negotiations for the 2026-2027 contractual year.

6. This agreement is executed by duly authorized representatives of both parties:

For Mt. Diablo Unified School District:

Ryan Sheehy
Chief, Human Resources
Date: 5/28/26

For Clerical, Secretarial & Technical Unit, AFSCME Local One:

Leah O'Kelley
CST President
Date: 5/28/26