

MDEA Bargaining Update

Session #8 - 2013-14 Contract

Your Bargaining Team met with the Board's representatives on Friday, October 4, 2013, in our ongoing effort to reach a 2013-14 successor Contract with MDUSD.

MDEA supports our members and is committed to making MDUSD a Destination District, one that realizes the Board's stated goal, "... to attract and retain high quality employees who believe that Mt. Diablo USD is a preferred place to work."

Providing employees with competitive compensation is essential to achieving that goal.

Therefore, MDEA made the following total compensation counterproposal:

- A 7% on-going salary increase retroactive to July 1, 2013, and modification of the current 31-step salary schedule to a 30-step schedule, so that members reach the maximum salary after 30 years of service
- A District-offered CalPers single health plan with no out-of-pocket expense for any qualifying MDEA member, or an amount equivalent to the cost of a Kaiser single CalPers plan towards any other District-offered CalPers health plan

MDEA members and our colleagues state-wide were instrumental in passing Prop 30, which guarantees a restoration of education funding to pre-recession levels over the next seven years.

The District can afford MDEA's counterproposal based on the following facts:

- They are receiving an increase in per-student funding for 2013-14, which is more than 5% above the per-student funding they received during 2012-13
- During the course of the last six years with 0% raises, they have amassed a \$42 million reserve that is more than \$34 million beyond the state required 2% reserve

Improving employee compensation during this time of increasing revenues will enhance the District's ability to attract and retain quality teachers, and is a step towards properly valuing the work our members perform.

Next scheduled bargaining dates are Friday, October 18, 2013, and Monday, October 28, 2013