

**Memorandum of Understanding Between  
The Mt. Diablo Unified School District  
And  
The Mt. Diablo Education Association  
Regarding  
Differential Pay  
September 13, 2023**

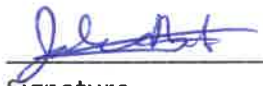
This Memorandum of Understanding (“MOU”) is entered into, by and between the Mt. Diablo Unified School District (“MDUSD” or “the District”) and the Mt. Diablo Education Association (“MDEA” or “the Association”), hereafter collectively referred to as “the Parties,” on September 13, 2023 to address the differential pay.

1. Effective October 1, 2023, the District will make deductions for differential pay consistent with article 19.3.4.1 of the Collective Bargaining Agreement between MDUSD and MDEA.

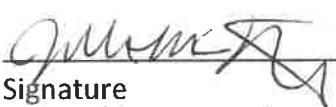
Article 19.3.4.1 states: After all accumulated sick leave days at full pay have been used and additional absence due to illness or accident is necessary, the unit member shall receive the difference between their own salary and the amount which was, or would have been paid to a substitute, had one been employed, up to a total of five (5) school months in accordance with the regular daily and long-term substitute teacher rates, without regard to the experience schedule and retiree schedule as delineated in Appendix L.

2. Appendix L will be updated as attached.
3. This MOU shall be finalized upon signatures below.

For the District:

      9/13/23  
Signature                                  Date  
John J. Rubio  
Name

For MDEA:

      9/13/24  
Signature                                  Date  
Julia M. Jameyson  
Name



**Mt. Diablo Unified School District**

**SUBSTITUTE TEACHER DAILY RATES**

Salary Schedule

Effective July 1, 2023 - June 30, 2024

**DAILY RATES:**

Daily Rate, Step 1	\$250.00
Special Circumstances Rate (and Special Ed assignments)*	\$300.00
Certificated Retirees	\$300.00

Certificated Substitutes providing service in Title I Schools listed below will receive the Special Circumstances Daily Rate of \$300.00. This rate will remain in effect for the duration of the assignment. Please highlight these schools on your "Substitute Teacher's Time Report" form to receive these rates.

Bel Air Elementary	El Dorado Middle School
Cambridge Elementary	Oak Grove Middle School
El Monte Elementary	Riverview Middle School
Fair Oaks Elementary	Mt. Diablo High
School Meadow Homes Elementary	Ygnacio Valley High
Rio Vista Elementary	Olympic High
Shore Acres Elementary	Crossroads Necessary Small High School
Sun Terrace Elementary	Alliance
Wren Avenue Elementary	
Ygnacio Valley Elementary	

\*The Special Circumstance Rate applies to a full semester in same assignment (which must include at least two report card periods) and Title I Schools.

**CLARIFICATION OF PAY AND SITE TIME**

**Substitute teachers are employed to work one of the two schedules:**

- **Half day**, 3½ hours for elementary and middle school, and 3 hours 40 minutes for high school assignments
- **Full day**

A handwritten signature in blue ink, located in the bottom left corner of the page.

A handwritten signature in blue ink, located in the bottom right corner of the page.