

**Memorandum of Understanding Between  
The Mt. Diablo Unified School District  
And  
The Mt. Diablo Education Association  
Regarding Salary Schedule Placement and Hiring and Retention Bonuses  
June 23, 2022**

The purpose of this memorandum is to address the increasing difficulty in recruiting and retaining teachers who are fully credentialed in certain subject matter areas. The Parties recognize the difficulty and understand that the use of a hiring bonus would greatly help the district more effectively recruit the highest qualified candidates.

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"), hereafter collectively referred to as "the Parties," on June 23, 2022 in order to address hiring and retention bonuses for the 2022-2023, 2023-2024, and 2024-2025 school years. MDEA and the District agree to the following:

**1. Salary Schedule Placement**

- 1.1 For the purposes of initial placement on the salary schedule, the District will grant up to 14 years of experience to all newly hired credentialed/licensed certificated employees hired on or after March 1st 2022, provided the experience meets the criteria listed in the CBA. This allows for these employees to be placed on Step 15 of the salary schedule.
- 1.2 The expanded experience credit applies to all newly hired bargaining unit members regardless of the type of credential they hold.
- 1.3 The 14 years of experience credit shall apply going forward and will be incorporated into the next successor collective bargaining agreement. This MOU does not alter the amount of experience credit provided to employees hired prior to March 1, 2022.

**2. "Hiring & Retention Bonus"**

- 2.1 Any credentialed/licensed certificated new employee hired on or after March 1st 2022 for the first time as a part time or full time employee, or employees who were not employed by or who were fully separated from MDUSD (i.e. not on any type of leave from MDUSD during the last three years 2019-2022) and who return to employment in MDUSD hired into a position requiring one of the below listed-credentials/criteria will receive up to one "hiring & retention bonus" to be based on the employees' full time equivalent provided they possess one of the

credentials/criteria listed below and are placed in a position requiring such a credential:

- A BCLAD credential
- Single Subject Science Credential in: Introductory Science, Introductory Physical Science, Introductory General Science, Biological Sciences, Chemistry, Physics, Geosciences, Foundational-Level General Science
- A single subject math credential
- A Mild to Moderate Support Needs or Moderate to Severe Extensive Support Needs or mild/moderate or moderate/severe credential (or for credentials previously titled as a mild/moderate or moderate/severe credential)
- Mt. Diablo Unified School District high school graduate

2.2 The bonus shall be structured as follows (except as provided in section 2.4):

2.2.1 All new bargaining unit members who possess a BCLAD, or above referenced single subject science or math credential, and where the position requires and the credential results in the placement of a new hire (after 3/1/2022) into a position that requires such a credential as described above, (or who are an MDUSD high school graduate) will receive a "hiring & retention bonus" of \$5,000. \$2,500 to be paid on their first paycheck of the year, and the remaining \$2,500 to be paid on their first paycheck of the following year.

2.2.2 All bargaining unit members who possess a mild/moderate or moderate/severe credential, where the position requires and the credential results in the placement of a new hire into a position that requires such a credential will receive a "hiring & retention bonus" of \$10,000. \$5,000 to be paid on their first paycheck of the year, and the remaining \$5,000 to be paid on their first paycheck of the following year.

2.2.3 Bargaining unit members must be employed in the District in an applicable "hiring & retention bonus" credential area for a second year to receive the second payment of the "hiring & retention bonus."


2.3 Bonuses shall be based on, and pro-rated to, the bargaining unit member's full-time equivalent of employment (1.0 and less), regardless of the number of periods in their school day for which they are assigned to classes requiring any above credential.

2.4 Bonuses shall only be paid to bargaining unit members who hold full, current, valid credentials (i.e. not emergency, intern or temporary credentials) meeting the criteria as listed in item 2.1 on or within 60 days of their employment start


date with MDUSD. Bonuses shall not be paid until after the credential is acquired, and will then be paid within 45 days (as long as the individual is still employed by MDUSD in an applicable "hiring & retention bonus area at the completion of their credential).

- 2.5 Bargaining unit members who serve in one of these positions and are hired after the normal August teacher start date, will also receive a prorated amount in their first year of employment, and shall receive the full second year amount on their first paycheck of their second year, and then shall receive the balance in the first paycheck of their third year to ensure that they receive the full amount of the bonus over the three years.
- 2.6 The "hiring & retention bonus" will be in effect for bargaining unit members hired through December 31, 2025.
- 2.7 In the unlikely event that a credential is suspended or revoked on or before the time the second payment is due, the second payment will not be paid.
- 3.1 Violations of this MOU shall be subject to the grievance article of the Collective Bargaining Agreement between the Parties.
- 4.1 This agreement is non-precedential and does not establish a past practice.

For the District:

  
\_\_\_\_\_  
6/23/22  
\_\_\_\_\_  
Date

For MDEA:

  
\_\_\_\_\_  
June 24, 2022  
\_\_\_\_\_  
Date