Memorandum of Understanding
Between the
Mt. Diablo Unified School District
and
Mt. Diablo Education Association
Regarding
Non-Certificated Coaches
December 5, 2023

This memorandum of understanding (MOU) is entered into by and between Mt. Diablo Unified School District (MDUSD) and Mt. Diablo Educators Association (MDEA), hereafter collectively referred to as "the Parties," on December 5, 2023 to address the matter of longevity pay for non-certificated athletic coaches in accordance with the supplemental salary schedule (Appendix B), mirroring that of certificated coaches.

The Parties agree as follows:

- 1. In November 2022, MDEA and MDUSD met recognizing the valuable contributions of non-certificated athletic coaches to the overall success of MDUSD athletic programs. The parties agreed to modify the existing language in Appendix B of their Collective Bargaining Agreement from:
 - "2. All 'non-certificated' coaches currently receiving longevity shall continue to do so. Longevity pay shall no longer be available to "non-certificated" new hires effective July 1, 1996."

 To:
 - "2. All 'non-certificated' coaches shall receive longevity in the same way and manner as certificated coaches."
- 2. Both MDUSD and MDEA agreed to align the compensation structure for non-certificated coaches with that of certificated coaches. Non-certificated athletic coaches shall be eligible for longevity pay as outlined in the supplemental salary schedule, equivalent to the structure applicable to certificated coaches.
- 3. This MOU is intended to address non-certificated coaches and does not change item 1.3.3 of the Parties' Collective Bargaining Agreement.
- 4. The terms of this MOU shall be incorporated into the 2024-2025 Successor Collective Bargaining Agreement between MDUSD and MDEA.
- 5. This MOU shall be finalized upon signatures below.

For MDUSD:		For MDEA:		
Juez	12/18/23	Onta Joh Signature	nso 12.5.23	
Signature	Date	Signature	Date	
John J. Rubis		Anita Joh	Anita Johnson	
Name		Name	Name	