

**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  
Which Replaces both the MOU of June 23, 2022  
and the MOU of August 17, 2022 entitled  
“Regarding Salary Schedule Placement and Hiring and Retention Bonuses”  
March 18, 2024**

On June 23, 2022, the Mt. Diablo Education Association (MDEA) and the Mt. Diablo Unified School District (MDUSD or “the District”) agreed to a Memorandum of Understanding “regarding Salary Schedule Placement and Hiring and Retention Bonuses.” That MOU was amended on August 17, 2022. This current MOU replaces both of those.

The purpose of this memorandum is to address the increasing difficulty in recruiting and retaining teachers 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 December 1, 2023 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 bargaining unit members 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 14 years of experience credit shall apply going forward and will be incorporated into the next successor collective bargaining agreement.
- 1.3 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 bargaining unit member 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 and placed in a position requiring one of the below listed credentials/criteria will receive up to one “hiring & retention bonus” to be pro-rated based on the employees’ full time equivalent:

- 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 hired into and placed in a position requiring one of the above listed credentials/criteria 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 hired into and placed in a position requiring a mild/moderate or moderate/severe 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 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.

2.5 The “hiring & retention bonus” will be in effect for bargaining unit members hired through December 31, 2026

3.1 Any bargaining unit member hired on or after March 1, 2022, now qualifying for a hiring and/or retention bonus according to the terms of this updated MOU, and if still employed by MDUSD on August 5, 2024 in a position requiring one of the above listed credentials/criteria, shall be paid the bonus by August 31, 2024. Bargaining unit members in their first year of employment with MDUSD during the 2024-2025 school

year will receive their first payment (per item 2.2.1 of this MOU). Bargaining unit members in their second or third year of employment with MDUSD during the 2024-2025 school year will receive both payments together. Any bargaining unit member who is still employed by MDUSD on August 5, 2024, but no longer employed in a position requiring one of the above listed credentials/criteria shall be paid the portion of the hiring and retention bonus they were entitled to for the 2022-2023 and 2023-2024 school years.

- 4.1 Violations of this MOU shall be subject to the grievance article of the Collective Bargaining Agreement between the Parties.
- 5.1 This agreement is non-precedential and does not establish a past practice.
- 6.1 Where there are conflicts between this language and the language in the Collective Bargaining Agreement, this language shall apply. Where this language is silent on a topic the language in the Collective Bargaining Agreement shall apply.

For the District:

  
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3/18/24

Date

For MDEA:

  
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03/18/2024

Date

