

**MT. DIABLO EDUCATION ASSOCIATION
OFFICIAL COUNTER PROPOSAL TO
MT. DIABLO UNIFIED SCHOOL DISTRICT**

NOVEMBER 16, 2007

ARTICLES 14 AND 16 – SALARIES AND EMPLOYEE BENEFITS

Benefit:

1. 2007-2008: Effective with the 2007-2008 health benefit year, specifically, January 1, 2008, MDEA and the District shall establish a Supplemental Medical Benefit Allowance (“Allowance”) for eligible unit members who participate in the District offered medical benefit plans (“participants”).
2. MDEA and the District will establish an Allowance of \$4,500 per participant for the 2007-2008 health benefit year (January 1, 2008 through December 31, 2008) to offset the cost of medical benefits.
3. 2008-2009: District will increase the \$4500 per participant Allowance in #2 above for the 2008-2009 health benefit year (January 1, 2009 through December 31, 2009) to offset the cost of medical benefits as follows:
 - \$6,269 per single party plan participant,
 - \$6,269 per two party plan participant, and
 - \$6,269 per family plan participant.
4. 2009-2010: The District will increase the per participant Allowance in #3 above for the 2009-2010 health benefit year (January 1, 2010 through December 31, 2010) to offset the cost of medical benefits as follows:
 - \$6,900 per single party plan participant
 - \$8,500 per two party plan participant, and
 - \$11,000 per family plan participant

Salary Schedule Increase

In addition to the Benefit Allowance described above, MDEA proposes the following increase to all Salary Schedules:

- 2% effective January 1, 2008
 - 2% effective January 1, 2009
 - 2% effective January 1, 2010
5. The foregoing increase is in addition to the District continuing to pick up the increased costs of dental and vision benefits.
 6. MDEA agrees to withdraw all other cost proposals.

Continued Negotiations

MDEA agrees to continue negotiations on the following:

1. Establishing a separate salary schedule for Speech and Language Pathologists in order enhance the District's ability to recruit and retain District employees to perform these required services and reduce the dependence on outside contractors.
2. Establishing an earlier transfer timeline.
3. Discussing the impact of GASB-45 and the District's plan for meeting these obligations.

Tentative Agreements/Conceptual Tentative Agreements

The parties agree to eliminate Article 27 – Renewal of Credential Requirements, change Article 1 - Agreement – General Terms, §1.3.3.3 from “Librarians” to “Library Media Teachers, change the title of Article 25 – “Professional Development Academy,” to “Professional Development Committee,” as per District counterproposal of May 14, 2007, excepting §25.2.1 (Highly Qualified and HOUUSE) as listed in MDEA proposal of 5/3/07.

MDEA agrees to add to Article 6 – Class Size, §6.4 (new) which extends a five (5) day grace period at the beginning of the school year and the beginning of the second semester, during which time the Association may not file grievances when class size and/or caseload maximums are exceeded. This provision is offered in exchange for the District raising the eligibility age at which a teacher may retire with medical and dental benefits for a spouse or dependent from the current age sixty (60) to age sixty three (63.)

Summer School rates shall be incorporated within this Successor Agreement, at 2006-07 levels.