Mt. Diablo Unified School District's
Initial Proposal
For Successor Collective Bargaining Agreement Reopeners for 2022-2025 between Mt. Diablo Unified School District
And
California School Employees
Association Mt. Diablo Chapter 43

Pursuant to Government Code section 3547, the District's initial bargaining proposals related to matters within the scope of negotiations shall be presented at a public meeting. To allow the Board an opportunity to provide and receive comment, the District's initial proposal for amending the CBA is presented to the Board at this public meeting for a public hearing and for final approval and "sunshining."

Pursuant to Government Code section 3547, the Mt. Diablo Unified School District (District) hereby "sunshines" or submits the following initial proposals for negotiations to the California School Employees Association, Mt. Diablo Chapter 43. The District's interests and principles include furthering educational opportunities for our students, compliance with legal mandates, maintaining a financially responsible multi-year budget, the continued retention and recruitment of quality staff, and maintaining a collaborative relationship with CSEA.

The District proposed updating the following articles:

Article 5 Grievance Procedure

The District has a desire to change the timelines of grievances.

Article 6 Hours of Work

The District has an interest to clarify the language to ensure the CBA has some flexibility for changes that are sometimes needed in a school's schedule.

Article 7 Overtime

The District has an interest in adjusting the Additional Pay Minimum to reflect California school district norms, and to ensure a high level of fiscal responsibility regarding additional pay.

Article 8/Appendix E Vacation

Most CSEA members are not allowed to take a vacation, however, they get vacation payouts each month on their paycheck. The District has a desire, as done recently with Teamsters and CST, to put this compensation on the salary schedule in order to clearly communicate the total compensation value of each position.

Article 21 Sick Leave

The District has an interest in correcting the CBA to align to current Ed Code.

Article 23 Salary Administration

The District has an interest in updating the language regarding salary placement assignment of our of classification work.

Article 24 Salary

The District has a desire to increase compensation for CSEA unit members while keeping the District financially solvent.

The District also has an interest in negotiating a salary increase that allows the District to remain competitive and fiscally solvent.

Article 25 Benefits

The District has an interest in adjusting the benefits to align with what is covered in the other bargaining units.

Article 30 Discipline

The District has an interest in updating the language of this article.

Article 32 Layoff Procedures

The District has a desire to adjust the definitions and layoff process.

Article 33 Promotion

The District has an interest to streamline and simplify the hiring process.

Article 36 Transfer

The District has an interest in modifying and simplifying the transfer process.

Article 39 Term

The District has a desire to have a 3-year closed contract with no re-openers.

Article 41 Summer School & Appendix C

The District has a desire to add clarifying language that allows all classified employees to sign up for summer school, regardless if they are dues-paying CSEA members.

Appendix A

The District has a desire to add language that ensures retirees are not in violation of retirement rules.

Appendix F

The District has an interest to change Appendix F.