

**Mt. Diablo Unified School District's Initial Proposal to  
Mt. Diablo Education Association for a 2013-2016 Collective Bargaining  
Agreement**

**Article 1: Agreement:**

The District has an interest in negotiating either a one-year successor agreement covering 2013-14 only or a three-year agreement that includes specific and detailed reopeners based on mutually agreed upon base revenue limit changes or other material changes by the State to the public school funding model.

**Article 6: Class Size:**

The District has an interest in negotiating class size limits consistent with the limits provided for in the Education Code for Grades K-4.

**Article 7: Work Year:**

The District has an interest in negotiating the 2013-14 calendar if the parties agree to a one-year successor contract. If the parties can agree on a three-year successor contract, the District has an interest in negotiating a three-year calendar.

Irrespective of the length of the contract, the District has an interest in negotiating an earlier start to the school year in order for high school finals to be completed before winter break.

In order to allow families to more easily engage in long-term planning, the District has an interest in negotiating an agreement that the parties will commence discussions of the calendar by November 1, 2014 and that those discussions address a three-year academic calendar.

**Article 9: Hours:**

The District also has an interest in articulating the clarification of at least one weekly preparation period (from the currently negotiated allotment of preparation time) to be designated for teacher collaboration time.

**Article 14: Salaries:**

The District has an interest in negotiating a total compensation package which meets both parties' interests while remaining cognizant of: (1) current uncertainty of changes to the school funding formula; and (2) the District's ongoing deficit.

**Article 22: Retirement Plans & Retiree Health/Dental Benefits:**

The District is interested in negotiating the phasing in of a mutually agreed to timetable (applicable to future retirees only) to: (1) reduce the reimbursable medical benefits coverage from "the employee and spouse or one eligible dependent" to the employee only; (2) cap the medical benefits coverage of retirees and their dependents; and (3) eliminate dental coverage for retirees. The District's intention is to use the prospective potential savings over time based on new retirees in the future to fund salary or increased benefit contributions for remaining unit members.

Further, the District has an interest in working collaboratively with MDEA to identify any other contractual areas which would result in savings to the General Fund.