

**Mt. Diablo Unified School District's  
Initial Proposal**

**for**

**Collectively Bargained Successor Agreement**

**between**

**Mt. Diablo Unified School District**

**and**

**Public Employees Union Local One/AFSME  
(Clerical, Secretarial & Technical Unit)**

**November 13, 2017**

## **The District proposes updating the following articles:**

### **Article 4: Organizational Rights**

- Modify contract as necessary to reflect changes in law.

### **Article 13: Maternity Leave**

- Modify contract as necessary to reflect changes in law.

### **Article 14: New Parent Leave**

- Modify contract as necessary to reflect changes in law.

### **Article 31: Hours of Work**

- In order to conserve resources and increase efficiency, the District has an interest in modifying work schedules to align with winter and spring student vacation periods.
- The District has an interest in clarifying the language of this article as it relates to the scheduling of lunch and rest periods.

### **Article 42: Salary Administration**

- The District has an interest in clarifying the language of this article as it relates to stipends and out of classification payments.

### **Article 43: Salary**

- The District has an interest in negotiating a salary increase that allows the District to remain competitive.

### **Article 44: Employee Benefits**

- The District has an interest in cleaning up the language of this article.
- The District has an interest in negotiating a health benefits package that allows the District to remain competitive.

### **Article 45: Term**

- The District has an interest in negotiating a three-year successor agreement covering 2018-2021 which will also necessitate updating the successor agreement proposal dates.

### **Salary Schedule**

Update the Salary Schedule to reflect any salary settlement changes.