

Initial Proposal of the Mt. Diablo Unified School District to the Mt. Diablo School Psychologist Association for Successor Negotiations for Changes to the 2007-2010 Collective Bargaining Agreement.

The District proposes changes to the 2007 – 2010 Collective Bargaining Agreement between the Mt. Diablo Unified School District (MDUSD) and the Mt. Diablo School Psychologist Association (MDSPA) as follows:

Article II – Recognition

- Update Article 2 to include Behavior Health Specialist 1 and Behavior Health Specialist II classifications.

Article VIII – Unit Member Work Year

- The District proposes to amend Article VIII to provide for District approval of a unit member's request to reduce his/her Full Time Equivalent (FTE) to allow for consistency of service to students, adequate support for addressing student needs, and delivery of services in a cost efficient manner.
- The District has an interest in negotiating a shortened work year in light of actual and projected budget deficits.

Article X – Unit Member Evaluation

- The District proposes to develop an evaluation tool and process for the Behavior Health Specialists.

Article XII and XIII – Salaries and Unit Member Benefits

- The District proposes to develop a compensation package which meets both parties' interests, including a discussion of salary reduction options to address actual and projected budget deficits. Potential reductions, may include, but are not limited to, salary reductions, work furlough days, and step and column freezes.
- Continue to discuss alternatives by which both parties can share in controlling the effect of the increasing cost of medical benefits and the continuing reduction to district revenues. This could include, but would certainly not be limited to, the elimination of the Employee Assistance Plan.
- Discuss retiree benefits in light of legislation and reduced revenues.

Article XIX – Term

- Update Term
- Update Successor Agreement initial proposal dates

Salary Schedules

- Update salary schedules

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