

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

for

Successor Agreement

between

Mt. Diablo Unified School District

and

**California School Employees Association
(CSEA)**

Chapter 43

The District proposes no change to the following articles:

- Article 1: Recognition**
- Article 2: Coverage**
- Article 3: Organizational Security**
- Article 4: Organizational Rights**
- Article 5: Grievance**
- Article 6: Hours of Work**
- Article 7: Overtime**
- Article 8: Vacation**
(Appendix E should be moved to the section where other Appendices are located)
- Article 9: Holidays**
- Article 11: Association Leave**
- Article 12: Bereavement Leave**
- Article 13: Improvement of Health Leave**
- Article 14: Industrial Accident or Illness Leave**
- Article 15: Maternity Leave**
- Article 16: Military Leave**
- Article 17: New Parent Leave**
- Article 18: Official Appearance and Jury Leave**
- Article 19: Personal Necessity Leave**
- Article 20: Religious Observance**
- Article 21: Sick Leave**
- Article 22: In-service**
- Article 23: Salary Administration**
- Article 25: Employee Benefits**
- Article 26: Mileage**
- Article 27: Employee Expenses and Materials**
- Article 28: Property Damage**
- Article 29: Medical Examination**
- Article 30: Discipline**
- Article 32: Layoff Procedures**
- Article 33: Promotion**
- Article 34: Reclassification**
- Article 35: Safety**
- Article 37: Application**
- Article 38: Savings Clause**
- Article 40: Professional Growth**
- Article 41: Summer School Employment/Extended Year and Appendix C**
- Article 42: Waiver**

The District proposes updating the following articles:

Article 39 - Term

A. Paragraph 142 – Duration

The District has an interest in negotiating either a one-year successor agreement for 2013-14 only or a three-year successor 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

B. Paragraph 143 - Successor Agreement

Update timeline for initial proposals for a successor Agreement

Appendix A - Update to reflect any changes in the Paraprofessional Unit salary schedule.

The District proposes changing, amending or modifying the following articles:

Article 10 - General Terms Respecting Leaves of Absence

Paragraph 49 – Return from Leave

Reduce time that employee returning from leave can return to the position held prior to taking the leave from six (6) months to three (3) months. This will enable the District to provide a more consistent and stable support environment for students.

Article 24 - Salary

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

Article 31 – Evaluation

Review the timeline for evaluation of permanent employees.

Article 36 - Transfer

Finalize alternatives for posting transfer opportunities.