

Mt. Diablo Unified School District's
Agreement to Discuss Potential
Contract Language Changes
between
Mt. Diablo Unified School District
and
CST

Pursuant to Government Code section 3547, the District is presenting proposals for a successor agreement between the district and the union. The district is interested in updating out of date language in the collective bargaining agreement, changing language, and potentially improving the wages and benefits for the employees of the Mount Diablo Unified School District.

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 CST.

The District proposes discussing and potentially updating the following articles:

Article 2 Coverage

Work collaboratively with the CST negotiating team to ensure that the job description list of positions within the unit is accurate and up-to-date.

Article 5 Overtime

The district would like to update the language regarding how employee schedules are communicated to employees each year

Articles 6 through 18; General Terms Respecting Leaves of Absence, Personal Necessity Leave, Religious Observance, Union Leave, Bereavement Leave, Improvement of Health Leave, Industrial Accident or Illness Leave, Maternity Leave, New Parent Leave, Official Appearance and Jury Leave, Family Care Leave, Military Leave, and Sick Leave.

As communicated during negotiations last May, the district would like to work to update all of our leave language to bring the language up-to-date and in alignment with current regulations and law.

Article 19 Mileage

The district would like to update the language to ensure that it is clear that the district does not pay mileage between the workplace and home.

Article 20 Employee Expenses and Materials

The district desires to engage in conversation with CST regarding whether or not Article 20 is now obsolete and outdated.

Article 22 Evaluation

The district desires to update the evaluation article language so the language is in alignment with current law regarding employees who are absent during the probationary period.

Article 24 Application

The district desires to potentially update language the language after review with legal counsel.

Article 26 Safety

The district has a desire to update or remove unnecessary language.

Article 31 Hours of Work

The district has a desire to review and update this language, and remove any language that is in conflict with language within the same article.

Article 37 Promotion

The district has a desire to continue to clarify the language regarding hiring and interviewing.

Article 42 Salary Administration

The district has a desire to clarify and update language regarding bilingual pay.

Article 43 Salary, and Article 44 Employee Benefits

The district has a desire to engage in good faith negotiations with CST to examine, review and potentially change salary levels and benefits.

Article 45 Term

The district has a desire for a closed agreement for the term of 3 years.

All Appendices

Review and update the appendices.

Similar to the sunshine of CST, the Mount Diablo Unified School District reserves the right to add, amend or modify any article of the contract that is the subject of the collective bargaining agreement process, and we to look forward to collaborating and cooperating between the parties to negotiate a successor agreement.