

Mt. Diablo Unified School District's
Initial Proposal
For Successor Collective Bargaining Agreement Reopeners for 2022-2025
between
Mt. Diablo Unified School District
And
Teamsters Local Union #856

Pursuant to Government Code section 3547, the District's initial bargaining proposals that related to matters with the scope of negotiations shall be presented at a public meeting. Since this matter involved the reopening of particular articles of the CBA, and to allow the Board an opportunity to provide and receive comment, the District's initial proposal for amending the CBA is presented to the Board at this public meeting for a public hearing and for final approval and "sunshining."

Pursuant to Government Code section 3547, the Mt. Diablo Unified School District (District) hereby "sunshines" or submits the following initial proposals for negotiations to Teamsters Local Union #856. 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 Teamsters 856.

The District proposes updating the following articles:

Article 2 Coverage

The District has an interest in updating the list of Teamster employees after several Departmental Reorganizations.

Article 5 Hours of Work

The District has an interest in discussing alternative work schedules and schedule deadlines.

Article 6 Overtime/Scheduled Extra Work

The District has an interest in decreasing the amount of Overtime Compensation Time by utilizing Overtime pay more often.

Article 7 Call Back Time

The District has an interest in adjusting the minimum call back time and incorporating some language that addresses after hours remote work where employees are not called back to a district location.

Article 10 Holiday

The District has an interest in decreasing the amount of Overtime Compensation by utilizing Overtime pay more often when employees work holidays.

Article 25 Salaries

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

Article 35 Lay Off Procedures

The District has an interest in adjusting the definitions and layoff process.

Article 37 Promotions

The District has an interest in modifying the promotion article and streamlining and simplifying the hiring process.

Article 41 Transfers

The District has an interest in modifying and simplifying the transfer process.

Article 42 Food Service

The District has an interest in aligning food service vacation with the rest of the unit and reviewing summer school leave.

Article 43 Transportation

The District has an interest in aligning transportation vacation with the rest of the unit.

Article 44 Substitute Custodian and School Bus Driver

The District has an interest in removing section G "Pilot Program" because it no longer applies.

Article 46 Low-Level Maintenance

The District has an interest in updating the list of low-level maintenance tasks.

Article 50 Term

The District has an interest in a three year term from 2023-2026 with no re-openers.