

**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
MT. DIABLO CHAPTER 43
INITIAL PROPOSAL FOR A SUCCESSOR CONTRACT FOR 2010 – 2013**

CSEA Proposes updating the following articles/appendices:

- Article 39 TERM
Update to reflect new term of agreement.
- Article 23 SALARY ADMINISTRATION
Include option for 12 checks per year.
- Article 24 SALARY
0% salary increase with parity clause.
- Article 25 EMPLOYEE BENEFITS
No change to benefit level.
- Article 30 DISCIPLINE
Include Skelly Hearing procedure.
- Article 32 LAYOFF PROCEDURES
Redefine layoff and reduction.
Remove waiver to the right to grieve this article.
- Article 33 PROMOTION
Remove waiver to the right to grieve this entire article.
- Article 34 RECLASSIFICATION
Remove waiver to the right to grieve the procedure in this article.
- Article 36 TRANSFER
Most senior employee shall have priority for transfer.
- Appendix B INSTRUCTIONS FOR PREPARING PERFORMANCE REPORT
FORMS
Non-management personnel shall not be present during evaluation
conference.
- Appendix C SUMMER SCHOOL/EXTENDED YEAR
Employees named in IEPs shall not be given preference.