

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

for

Collectively Bargained Agreement

between

Mt. Diablo Unified School District

and

The Teamsters Local Union No. 856

(Maintenance, Operations, and Facilities/Transportation/
Landscape/Warehouse/Food and Nutrition Services/
Technology and Information Services/Substitute Custodian
and School Bus Driver Units)

March 26, 2014

The District proposes no change to the following articles:

Article 1	Recognition
Article 2	Coverage
Article 4	Grievance
Article 5	Hours of Work
Article 6	Overtime/Scheduled Extra Work
Article 7	Call Back Time
Article 9	Vacation
Article 8	Contracting Out
Article 10	Holidays
Article 11	Leaves of Absence
Article 12	Bereavement
Article 13	Improvement of Health
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 Duty
Article 19	Organizational Leave
Article 20	Personal Necessity Leave
Article 21	Religious Observance
Article 22	Sick Leave
Article 23	Family Care Leave
Article 24	Salary Administration
Article 27	Mileage
Article 28	Tools and Equipment
Article 29	Property Damage
Article 30	Apprenticeship Program
Article 31	Medical Examination
Article 32	Discipline
Article 33	Release of Nonpermanent Employees
Article 34	Evaluation
Article 35	Layoff Procedures
Article 37	Promotions
Article 36	Personnel Files
Article 38	Reassignment
Article 39	Reclassification
Article 40	Safety
Article 41	Transfer
Article 42	Food Service
Article 44	Substitute Custodian and Bus Driver
Article 45	Custodial Extra Work (Guidelines for)
Article 46	Low Level Maintenance

Article 47	Volunteers
Article 48	Application
Article 49	Savings Clause
Article 51	Effect of Agreement
Appendix B	Evaluation Form and Performance Improvement Plan
Appendix C	Informal Conference Summary

The District proposes updating the following articles:

Article 50 Term

A. Duration

The District has an interest in negotiating a three-year successor agreement covering 2013-2016.

B. Successor Agreement

Update successor agreement proposal dates

Appendix A Salary Schedule

Update Appendix A to reflect any salary settlement changes

Articles 25 and 26 Salary and Employee Benefits

District wishes to develop a compensation package which meets both parties' interests and needs and maintains District fiscal solvency now and in the future.

Article 34 Evaluation

Discuss possibility of evaluating employees on an annual or two-year cycle based on school year timeline except during probationary or promotional situations.

Article 43 Transportation

The District has an interest in changing the current language to read as follows: "At no time earlier than the Third week of August, but no later than the fourth week of August: the Transportation Services Coordinator or his/her designee shall identify each route."