

Date: March 3, 2021

To: Mt. Diablo Unified School District Board Members
Dr. Adam Clark, Superintendent, Mt. Diablo Unified School District

From: Anita Johnson, President, Mt. Diablo Education Association

Re: Successor Contract Negotiations

Pursuant to Article 8, Section 3547 of the Education Employment Relations Act (EERA), please consider this to be a formal opening of successor contract negotiations between the Mt. Diablo Education Association and the Mt. Diablo Unified School District, for the collective bargaining agreement between the parties, which expires June 30, 2021. The Mt. Diablo Education Association, like the Mt. Diablo Unified School District, has a commitment to student success, fiscal responsibility, long-term stability and professionalism. In keeping with these principles, the Association is opening the following articles of the collective bargaining agreement for negotiations:

Article 1 – Agreement General Terms – in order to support students as we move through uncertain times, MDEA proposes changes to Article 1 related to the term of the agreement and when successor negotiations will commence.

Article 5 – Transfer – in order to support students by retaining qualified professional staff, MDEA proposes changes to Article 5, including transfer and involuntary transfer processes.

Article 6 – Class Size – in order to support students and their learning environment, MDEA proposes changes to Article 6, including items related to: Nurses; Speech Language Pathologists; Special Day Class educators; combination classes; and home study independent study, and alternative education caseloads.

Article 7 – Work Year – in order to support students and their learning environment, MDEA proposes changes to Article 7, including educator work year.

Article 9 – Hours – in order to support students by ensuring the educators who work with them have a manageable workload, MDEA proposed changes to Article 9, including items related to: compensation for meetings beyond site time; limits on billing; and minimum days.

Article 13 – Peer Assistance and Review – in order to support students by retaining qualified professional staff, MDEA proposes changes to Article 13.

Article 14 – Salary / Appendix A Compensation - in order to support students by attracting and retaining qualified professional staff MDEA proposes increasing compensation, including salary, stipends, and other aspects of compensation, while maintaining fiscal responsibility for the students and community.

Article 16 – Benefits – in order to support students by attracting and retaining qualified professional staff, MDEA proposes increasing district contributions for health benefits at all levels and increasing the in lieu amount.

Article 25 – Professional Development Advisory Committee – in order to support students by retaining qualified professional staff, MDEA proposes improvements to the process whereby professional growth units are earned.

Article 26 – Summer School – in order to support students in the extended school year, MDEA proposes changes to Article 26.

New article – Full Distance Learning Program – in order to better serve students and their families, MDEA proposes to bargain the establishment of a full distance learning program for those students who would desire such a program.

New article – Department Chairs – in order to better meet students’ learning needs at each secondary site, MDEA proposes department chairs should be elected by the department members.

Respectfully yours,

Anita Johnson