

**Initial Proposal of the Mt. Diablo Unified School District (MDUSD) to the
Mt. Diablo Education Association (MDEA)
For a Successor Collective Bargaining Agreement (CBA)**

Government Code section 3547 requires MDUSD's and MDEA's initial bargaining proposals to be presented at a public Board meeting to provide the Board and the public an opportunity for comment before formal negotiations commence. This initial proposal to amend and modify the CBA is presented to the Board for public reading and for the Board's approval.

MDUSD's interests and principles underlying these initial proposals include furthering educational opportunities for students, complying with legal mandates, maintaining a financially responsible multi-year budget, continuing to retain and recruit quality staff, and maintaining a collaborative professional relationship with MDEA. Since many provisions of the CBA are the product of nearly 50 years of negotiations with compromise and accommodation inherent parts of that process, MDUSD has endeavored to focus its proposals to those needed to further its interests, rather than needlessly opening a multitude of contract articles in which changes are not necessary.

MDUSD proposes to amend or modify the following Articles of the CBA:

Article 1 Agreement-General Terms

MDUSD has an interest in updating the term of the CBA to reflect a multiyear duration to be agreed upon in these negotiations. MDUSD also has an interest in reviewing the General Definitions set forth in Article 1 to ensure they remain consistent with the parties' current understanding of those terms and to reflect any legal changes.

Article 9 Hours

MDUSD has an interest in updating language regarding work hours and staff meetings to enhance clarity and alignment with District goals.

Article 11 Evaluation

MDUSD has an interest in incorporating the updated California Standards for the Teaching Profession into the evaluation document and modifying descriptors for summative evaluation ratings.

Article 12 Teacher Induction and Support Program

MDUSD has an interest in modifying language to address the potential increased need for

teacher support and coaches to provide this support.

Article 14 Salaries

MDUSD has an interest in ensuring competitive total compensation while maintaining a fiscally sound budget now and in the future.

Article 16 Employee Benefits

MDUSD has an interest in modifying language in order to continue providing quality and affordable health and welfare benefits to MDUSD employees while maintaining a fiscally sound budget now and in the future.

Article 19 Leaves of Absence

MDUSD has an interest in updating or modifying language to ensure compliance with recent legal changes.

MDUSD also has an interest in modifying the Appendices to the CBA to ensure they are current, accurate, and legally compliant. MDUSD also has an interest in making clarifying technical changes and legal updates to the CBA.

MDUSD looks forward to collaborative, professional, and efficient negotiations with MDEA.