

**Mt. Diablo Unified School District's Initial Proposal to
Mt. Diablo Education Association for a 2011-2013 Collective Bargaining
Agreement**

Article 5: Transfers:

The District has an interest in negotiating a memorandum of understanding to facilitate implementation of the TSA Selection Pilot Program which will be in effect for the 2011/12 and 2012/13 school years. Normally, teachers cannot voluntarily transfer in the 15 days before the first student day. The MOU will be for the 2011/12 school year only and will allow successful internal candidates for TSA positions to transfer within 15 days of the first student day.

Article 7: Work Year:

The District has an interest in negotiating a shortened work year in light of actual and projected budget deficits. The District proposes the shortened work year be in the form of an MOU for 7 furlough days or the maximum number allowable in light of the number of instructional days required by the state.

Article 11: Evaluation:

The District has an interest in updating the evaluation tool to align with the recently updated California Standards for the Teaching Profession.

Article 14: Salaries:

The District has an interest in negotiating a total compensation package which meets both parties' interests, including a discussion of salary reduction options to address actual and projected budget deficits. Potential reductions may include, but are not limited to, salary reductions, work furlough days, and step and column freeze.

Article 22: Retirement Plans & Retiree Health/Dental Benefits:

In light of declining District revenues, discuss alternatives by which both parties can share in controlling the effect of the increasing cost of retirement plans and benefits. For instance, the District is interested in: (1) instituting a vesting period before employees are eligible to retire with District-paid benefits; (2) reducing the reimbursable medical benefits coverage from "the employee and spouse or one eligible dependent" to the employee only; (3) capping the medical benefits coverage of retirees and their dependents; and (4) eliminating dental coverage for retirees.

Further, the District has an interest in working collaboratively with MDEA to identify any other contractual areas which would result in savings to the General Fund.