

Mt. Diablo Unified School District's  
Initial Proposal  
for  
Successor Collective Bargaining Agreement  
between  
Mt. Diablo Unified School District  
And  
Mt. Diablo Educators Association (MDEA)

Pursuant to Government Code section 3547, the District's initial bargaining proposals that relate to matters within the scope of negotiations shall be presented at a public meeting. Since this matter involves the reopening of particular articles of the CBA, and to allow the Board an opportunity to provide and receive comment, the District's initial proposal for amending the CBA is presented to the Board at this public meeting for a public reading. The District's initial proposal is also presented to the Board at this meeting for final approval and "sunshining."

Pursuant to Government Code section 3547, the Mt. Diablo Unified School District ("District") hereby "sunshines" or submits the following initial proposals for negotiations to the Mt. Diablo Education Association ("MDEA"). The District's interests and principles include furthering educational opportunities for our students, compliance with legal mandates, maintaining a financially responsible multi-year budget, the continued retention and recruitment of quality staff, and maintaining a collaborative relationship with MDEA.

The District proposes updating the following articles:

**Article 1      Agreement-General Terms**

The District has interest in updating the Term of the Agreement to reflect the term agreed-upon during these negotiations. The District also has an interest in reviewing the General Definitions set forth in Article 1 to ensure that they remain consistent with the Parties' current understanding of those terms and reflect any changes made in the law.

**Article 4      Assignment/Reassignment**

The District has interest in updating language for a timely and organized process that benefits both parties and avoids any disproportionate impact on some schools.

**Article 5      Transfer**

The District has interest in updating language for a timely and organized process that benefits both parties.

**Article 6      Class Size**

The District has an interest in providing class sizes at all grades that are consistent with state law, allow for flexibility in assignment of teachers and students, and allow the District to continue to maintain a fiscally sound budget

**Article 7      Work Year**

The District has an interest in considering options that may be available to establish expanded learning opportunities for our students outside of the traditional school day and year.

#### **Article 8      Job Share Program**

The District has interest in clarifying contract language so all parties have a clear understanding of the language.

#### **Article 9      Hours**

The District has an interest in considering modifications to Article 9 to address any new legal requirements regarding instructional minutes and/or school schedules, while maintaining employee work hours that provide appropriate supervision for students during the school day and break and/or preparation periods for employees.

#### **Article 11      Evaluation**

The District has an interest in considering modifications to Article 11 that would allow for the updating of certificated evaluation tools, forms, and processes.

#### **Article 14      Salaries**

The District has an interest in considering modifications to Article 14 to enable the District to continue to offer competitive salaries to its certificated employees while maintaining a sustainable budget and fiscal solvency.

#### **Article 16      Employee Benefits**

The District has an interest in considering modifications to Article 16 related to medical coverage for employees and their families to enable the District to continue to offer affordable, appropriate value, health benefit coverage in a manner consistent with legal requirements while maintaining a sustainable budget and fiscal solvency.

#### **Article 22      Retirement Plans & Retiree Health / Dental Benefits**

The District has an interest in considering modifications to Article 22 related to benefit plans and coverage for retirees to enable the District to continue to offer affordable, appropriate value, health benefit coverage in a manner consistent with legal requirements while maintaining a sustainable budget and fiscal solvency.

#### **Article 23 Personnel Files**

The District has an interest in considering modifications to Article 23 that allow for the review and updating of contract language.

#### **Other Interests**

The District has an interest in working with MDEA to make any necessary revisions to other Articles and to the Appendix as needed to ensure consistency with state and federal laws and to make any necessary clarifications or corrections.