



California  
School  
Employees  
Association

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Ben Valdepeña  
Association President

Keith Pace  
Executive Director

Member of the AFL-CIO

The nation's largest  
independent classified  
employee association



October 28, 2019

**Via Electronic**  
[mtdiablo43vp@yahoo.com](mailto:mtdiablo43vp@yahoo.com)

Annie Nolen, Chapter President  
Mt Diablo Chapter 43  
2609 Prestwick Ave  
Concord, CA 94519-1634

RE: Initial Proposal on Your New Contract

Dear President Nolen:

I have received the initial proposal for Successor agreement between the Mt. Diablo Unified and California School Employees Association and its Mt Diablo Chapter 43 that will be in effect from July 1, 2019 through June 30, 2022.

It has been reviewed in accordance with Policy 610. I have found no apparent violations of law, CSEA's Constitution and Bylaws or policies of the Association. **This initial proposal will need to be approved by the membership prior to starting negotiations.**

Please remember, once a tentative agreement has been reached, a signed copy of the tentative agreement must be forwarded to the field office immediately for a Policy 610 review **before** the tentative agreement may be ratified.

Please feel free to contact my office if you have any questions or concerns.

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Debra Cole  
Field Director

DC/rg

c: Kevin Stein, Regional Representative 76; Machel Kessinger, Area C Director; Carey Para, Labor Relations Representative; Chapter 43 Contract File



# California School Employees Association

## 610 Contract Review Form

RECEIVED OCT 24 2019

Date: 10/23/19

Region: 76

Chapter Name & Number: Mt. Diablo Ch. 43

Chapter President: Annie Nolen

Employer: Mt. Diablo Unified

Employer's Negotiator: Karen White/Roy Combs

Unit: para

LRR: Kyle Tomlinson

LRR not at Table:

<b>Initial Proposals</b>																							
<input checked="" type="checkbox"/> Successor (Next)		Current Contract Term: <u>16</u> to <u>19</u>																					
Date Chapter Surveyed <u>August</u>		Proposed Contract Term: <u>19</u> to <u>22</u>																					
<input type="checkbox"/> Reopener: <input type="checkbox"/> Succ <input type="checkbox"/> Yr 1R <input type="checkbox"/> Yr 2R <input type="checkbox"/> Yr 3R <input type="checkbox"/> Yr 4R for School Year: <u>19</u> / <u>20</u> Date of Membership Approval: <u>11/12/19</u> Date Submitted to Employer: <u>12/16/19</u>																							
<b>Tentative Agreement (Successor/Reopeners)</b>																							
Current Contract Term: _____ to _____																							
<input type="checkbox"/> Successor (Next)		Next Contract Term: _____ to _____																					
<input type="checkbox"/> Reopener: <input type="checkbox"/> Succ <input type="checkbox"/> Yr 1R <input type="checkbox"/> Yr 2R <input type="checkbox"/> Yr 3R <input type="checkbox"/> Yr 4R for School Year: ___/___																							
Ratification Dates: Chapter: _____		Employer: _____																					
<input type="checkbox"/> Appalachian Shale		E-Board Ratification: _____																					
<b>Contract Details</b>																							
<b>Concessions:</b>	<b>Opt-Outs:</b>	<b>Waivers:</b>																					
<input type="checkbox"/> Furlough <input type="checkbox"/> Layoffs <input type="checkbox"/> Reductions <input type="checkbox"/> Salary Roll Back	<input type="checkbox"/> Cash In Lieu of Benefits <input type="checkbox"/> Other (see comments)	<input type="checkbox"/> Contracting Out <input checked="" type="checkbox"/> Grievance <input type="checkbox"/> Past Practices <input checked="" type="checkbox"/> Reduction of Hours																					
<b>Protections:</b>	<b>Restorations:</b>	<b>Reopeners/Schedule:</b>																					
<input checked="" type="checkbox"/> Binding Arb - Discipline <input checked="" type="checkbox"/> Binding Arb - Grievance <input type="checkbox"/> LCFF/LCAP Trigger <input type="checkbox"/> No Contracting Out <input checked="" type="checkbox"/> Orientation includes Union	<input type="checkbox"/> Eliminate Furloughs <input type="checkbox"/> Hours <input type="checkbox"/> Position <input type="checkbox"/> Salary	<table border="1" style="width:100%; border-collapse: collapse;"> <thead> <tr> <th>Cycle</th> <th>School Yr</th> <th>IP Due</th> </tr> </thead> <tbody> <tr> <td>Succ</td> <td><u>  </u>/<u>  </u></td> <td></td> </tr> <tr> <td>Yr 1R</td> <td><u>17</u>/<u>18</u></td> <td>-</td> </tr> <tr> <td>Yr 2R</td> <td><u>18</u>/<u>19</u></td> <td>-</td> </tr> <tr> <td>Yr 3R</td> <td><u>  </u>/<u>  </u></td> <td></td> </tr> <tr> <td>Yr 4R</td> <td><u>  </u>/<u>  </u></td> <td></td> </tr> <tr> <td>Next</td> <td></td> <td></td> </tr> </tbody> </table>	Cycle	School Yr	IP Due	Succ	<u>  </u> / <u>  </u>		Yr 1R	<u>17</u> / <u>18</u>	-	Yr 2R	<u>18</u> / <u>19</u>	-	Yr 3R	<u>  </u> / <u>  </u>		Yr 4R	<u>  </u> / <u>  </u>		Next		
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Yr 4R	<u>  </u> / <u>  </u>																						
Next																							
<b>Tentative Agreement (MOU/SLA/SETL)</b>																							
Current Contract Term: _____ to _____ for School Year: ___/___																							
<input type="checkbox"/> Disciplinary Settlement <input type="checkbox"/> Grievance Settlement <input type="checkbox"/> Other/Subject: _____																							
Agreement Ends: _____																							
Ratification Dates: Chapter: _____		Employer: _____																					
<b>LRR Comments:</b>																							

\*\*\*For Office Use Only\*\*\*

Date SLRR Reviewed: \_\_\_\_\_ SLRR Initials: \_\_\_\_\_ Date FD Reviewed: \_\_\_\_\_ FD Initials: \_\_\_\_\_

Member Ratification  E-Board Ratification  No Ratification  Chapter Approval

610 Okay  610 Okay (late)  610 Denied Date Letter Sent: \_\_\_\_\_

FD/SLRR Comments/Recommendations: \_\_\_\_\_

Agreement Rec'd: \_\_\_\_\_

Hard Copy

Electronic Copy

Filed in DMS

Guagliardo, Rebecca 9:14 AM

## Mt. Diablo 43 Successor IP

Cole, Debra Trujillo, Stacy Para, Carey

Please find the attached 610 for FD/SLRR approval.



Ch\_0043-2019-2022-Successor IP.pdf

▼ Collapse all



**Trujillo, Stacy** 4:10 PM

This looks good to me



**Cole, Debra** 4:50 PM

approved - CHAPTER APPROVAL REQUIRED



**CSEA and its Mt. Diablo Chapter No. 43  
Initial Proposal for Sunshine – 2019 Successor Contract**

**ARTICLE 6 - HOURS OF WORK**

CSEA seeks to update lunch period language to reflect required lunch period  
CSEA seeks to require yearly updated personnel information be sent to bargaining unit  
CSEA seeks to remove “other just cause” language regarding assigned hours  
CSEA seeks to remove vacancy reduction of hours language  
CSEA seeks to memorialize practiced bus route bidding procedure for Special Education Transportation Assistants

**ARTICLE 21 - SICK LEAVE**

CSEA seeks to modify extended illness program participation

**ARTICLE 24 - SALARY**

CSEA seeks fair and equitable wage increase and updated reopener language  
CSEA seeks fair and equitable stipend for increased student count

**ARTICLE 25 - EMPLOYEE BENEFITS**

CSEA seeks fair and equitable increase to employee benefits compensation

**ARTICLE 30 - DISCIPLINE**

CSEA seeks to clarify disciplinary procedure

**ARTICLE 32 – LAYOFF PROCEDURES**

CSEA seeks to remove illegal reduction of hours waiver  
CSEA seeks to increase pay for substitute work performed by employees affected by layoff  
CSEA seeks to remove “Article 32 Layoff Procedures” grievance waiver

**ARTICLE 33 - PROMOTION**

CSEA seeks fair and equitable interview panel procedure and appointments  
CSEA seeks to remove arbitration waiver(s)

**ARTICLE 34 - RECLASSIFICATION**

CSEA seeks to remove procedural grievance waiver

**ARTICLE 39 – TERM OF AGREEMENT AND REOPENERS**

CSEA seeks to update term dates

CSEA seeks to update reopener language

**ARTICLE 40 – PROFESSIONAL GROWTH**

CSEA seeks to increase carryover funding for professional growth development

CSEA seeks to add language for CSEA Paraprofessional Conference credit and attendance

**APPENDIX C – SUMMER SCHOOL/EXTENDED YEAR**

CSEA seeks to clarify seniority eligibility regarding application processing

CSEA seeks to modify sick leave language to reflect contractual and legal requirements

**New Appendix – Field Trips, Outdoor Education & Overnight Compensation**

CSEA seeks to incorporate MOU dated September 20, 2016, outlining contract exceptions to compensation

CSEA also seeks to update clerical errors and terminology throughout contract, e.g. “Personnel Department” to “Human Resources”