

**Mt. Diablo Unified School District's
Initial Proposal**

for

Successor Agreement

between

Mt. Diablo Unified School District

and

**Public Employees Union, Local #1
(Clerical, Secretarial, and Technical Units)**

CST

The District proposes no changes to the following articles:

- Article 1:** Recognition
- Article 2:** Coverage
- Article 3:** District Rights and Duties
- Article 4:** Organizational Rights
- Article 5:** Overtime
- Article 6:** General Terms Respecting Leave of Absence
- Article 7:** Personal Necessity Leave
- Article 8:** Religious Observance
- Article 9:** Union Leave
- Article 10:** Bereavement Leave
- Article 11:** Improvement of Health Leave
- Article 12:** Industrial Accident or Illness Leave
- Article 13:** Maternity Leave
- Article 14:** New Parent Leave
- Article 15:** Official Appearance and Jury Leave
- Article 16:** Family Care Leave
- Article 17:** Military Leave
- Article 18:** Sick Leave
- Article 19:** Mileage
- Article 20:** Employee Expenses and Materials
- Article 21:** Medical Examination
- Article 23:** Personnel Files
- Article 24:** Application
- Article 25:** Savings Clause
- Article 26:** Safety
- Article 27:** Summer School Employment
- Article 28:** Organizational Security
- Article 29:** Grievance
- Article 30:** Shop Stewards
- Article 31:** Hours of Work
- Article 32:** Vacation
- Article 33:** Holidays
- Article 34:** Discipline
- Article 36:** Promotion
- Article 37:** Reclassification
- Article 39:** Career Development
- Article 40:** Salary Administration

The District proposes updating the following articles:

Article 43 – Term

The District has an interest in negotiating either a one-year successor agreement covering 2013-2014 only or a three-year agreement that includes specific and detailed reopeners based on mutually agreed upon base revenue limit changes or other material changes by the State to the public school funding model.

The District proposes modifying the following articles:

Article 22 – Evaluation

Maintain the current evaluation procedure which calls for evaluating permanent unit members on a school year timeline rather than an anniversary date schedule.

Article 38 – Transfer

Finalize alternatives for posting transfer opportunities.

Articles 41 and 42 – Salaries and Benefits

The District has an interest in negotiating a total compensation package which meets both parties' interests while remaining cognizant of: (1) current uncertainty of changes to the school funding formula; and (2) the District's structural budget deficit.