

**Mt. Diablo Unified School District's Initial Proposal to
Mt. Diablo Education Association for a 2010-2013 Collective Bargaining
Agreement**

Article 6: Class Size:

The District has an interest in negotiating an increase in class size.

Article 7: Work Year:

District has an interest in negotiating a shortened work year in light actual and projected budget deficits. The District proposes the shortened work year be in the form of an MOU for 8 furlough days or the maximum number allowable in light of the number of instructional days required by the state.

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 14: Payment for Non-Teaching Duties

The District has an interest in negotiating a revision to section 15.2 Outdoor Education Programs in order to require that teachers who remain at school while their students are at camp can be required to substitute either at their own school or another elementary school.

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 reducing the reimbursable medical benefits coverage from "the employee and spouse or one (1) eligible dependent" to the employee only. The District is also interested in eliminating dental coverage for retirees.

Article 24: Effects of Layoff

In an effort to reduce substitute expenses, the District is interested in eliminating the two (2) days of paid leave provided to laid off teachers to seek new employment.

Further, the District has an interest in working collaboratively with MDEA to identify any other contractual areas, including but not limited to the restructuring or elimination of preparation periods, which would result in savings to the General Fund.