

**Mt. Diablo Unified School District's (MDUSD) Initial Proposal for  
Changes to the 2007-2010 Collective Bargaining Agreement with  
California School Employees' Association (CSEA), Mt. Diablo Chapter 43**

**MDUSD proposes no change to the following articles:**

- Article 1: Recognition**
- Article 3: Organizational Security**
- Article 4: Organizational Rights**
- Article 5: Grievance**
- Article 6: Hours of Work**
- Article 7: Overtime**
- Article 8: Vacation**  
(Appendix E should be moved to the section where other Appendices are located)
- Article 9: Holidays**
- Article 11: Association Leave**
- Article 12: Bereavement Leave**
- Article 13: Improvement of Health Leave**
- Article 14: Industrial Accident or Illness Leave**
- Article 15: Maternity Leave**
- Article 16: Military Leave**
- Article 17: New Parent Leave**
- Article 18: Official Appearance and Jury Leave**
- Article 19: Personal Necessity Leave**
- Article 20: Religious Observance**
- Article 21: Sick Leave**
- Article 22: Inservice**
- Article 23: Salary Administration**
- Article 27: Employee Expenses and Materials**
- Article 28: Property Damage**
- Article 29: Medical Examination**
- Article 30: Discipline**
- Article 32: Layoff Procedures**
- Article 33: Promotion**
- Article 34: Reclassification**
- Article 35: Safety**
- Article 36: Transfer**
- Article 37: Application**
- Article 38: Savings Clause**

**MDUSD proposes updating the following articles:**

**Article 2: Coverage**

Update coverage to include any classifications approved by the Board of Education that are not already covered

**Article 39: Term**

**Paragraph 142 – Duration:** Update term of the Agreement

**Paragraph 143 – Successor Agreement:** Update timeline for initial proposals for a successor Agreement

**Appendix A:** Update to reflect any changes in the Paraprofessional Unit salary schedule

**MDUSD proposes changing, amending or modifying the following articles:**

**Article 10: General Terms Respecting Leaves of Absence**

**Paragraph 49 – Return from Leave:** Reduce time that employee returning from leave can return to the position held prior to taking the leave from six (6) months to three (3) months. This will enable the District to provide a more consistent and stable support environment for students.

**Article 24: Salary and Article 25: Employee Benefits**

The District has an interest in negotiating a total compensation package which meets both parties' interests. This could include furlough days, step freeze, salary reductions or other cost saving measures mutually agreed upon by the parties

Continue to discuss alternatives by which both parties can share in controlling the effect of the increasing cost of medical benefits and decreasing revenue.

Discuss options for retiree benefits in light of declining district revenues

**Article 26: Mileage**

Incorporate signed Memorandum of Understanding into contract. This Memorandum reflects the parties agreement that the mileage rate paid by the district changes in accord with the time of change of the Internal Revenue Service.

**Article 31: Evaluation**

Review the timeline for evaluation for permanent employees.

**Article 41 and Appendix C: Summer School/Extended Year**

Review and revise as necessary. Consider options in addition to seniority for the assignment of CSEA unit members to summer school/extended year.