

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

**for**

**Collectively Bargained Agreement**

**between**

**Mt. Diablo Unified School District**

**and**

**The Teamsters Local Union No. 856  
(Maintenance, Operations, and  
Facilities/Transportation/  
Landscape/Warehouse/Food and Nutrition  
Services/ Technology and Information  
Services/Substitute Custodian and School  
Bus Driver Units)**

August 25, 2021

**Continuing with the articles previously proposed for the 2018-2021 Contract, the District proposes the following articles for the 2020-2023 Contract:**

**Article 3: Organizational Security**

- Modify contract as necessary to reflect changes in law.

**Article 5: Hours of Work**

- The District has an interest in modifying this article to allow for a change in working hours based on operational need and with advanced written notice.
- In order to conserve resources and increase efficiency, the District has an interest in modifying work schedules to align with winter and spring student vacation periods.

**Article 9: Vacation**

- In order to conserve resources and increase efficiency, the District has an interest in ensuring that vacations are scheduled to align with winter and spring student vacation periods to the maximum extent possible.

**Article 15: Maternity Leave**

- Modify contract as necessary to reflect changes in law.

**Article 17: New Parent Leave**

- Modify contract as necessary to reflect changes in law.

**Article 24: Salary Administration**

- The District has an interest in negotiating language that clarifies the employees who are entitled to be paid a certification and license differential.
- The District has an interest in negotiating language that clarifies stipends and out of classification payments.

**Article 25: Salary**

- The District has an interest in negotiating a salary increase that allows the District to remain competitive.

**Article 26: Employee Benefits**

- The District has an interest in cleaning up the language of this article.
- The District has an interest in negotiating a health benefits package that allows the District to remain competitive.

**Article 37: Promotions**

- The District proposes deleting Section H of this article.
- The District has an interest in cleaning up the language in Section I of this article.

**Article 42: Food Service**

- The District has an interest in modifying the language regarding reassignment.

**Article 43: Transportation**

- The District has an interest in modifying the language in Section B of this article to delete the requirement that drivers of special education students must make phone contact with parents to relay all pertinent transportation information.
- The District has an interest in negotiating the language to address use and disposal of route books.
- The District has an interest in modifying the language regarding the interim route assignment, and route bidding.

**Article 44: Substitute Custodian and School Bus Driver**

- The District has an interest in modifying the language in Section G of this article to delete the word “Pilot”, the expiration period and section 3.

**Article 50: Term**

- The District has an interest in negotiating a three-year successor agreement covering 2018-2021, which will also necessitate updating successor agreement proposal dates.

**Appendix A: Salary Schedule**

Update Appendix A to reflect any salary settlement changes.

**Additionally, the District proposes updating the language in the following articles where the District and Teamsters reached Tentative Agreements for the 2018-2021 Term and moving them in their Tentative Agreement form into the 2020-2023 Contract.**

- Article 1 - Recognition
- Article 2 - Coverage
- Article 7- Call Back Time
- Article 8 – Contracting Out
- Article 10 - Holidays
- Article 13 – Improvement of Health Leave
- Article 16 – Military Leave
- Article 19 – Organizational Leave
- Article 39 - Reclassification