

**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)**

November 13, 2017

The District proposes updating the following articles:

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.