

**Mt. Diablo Unified School District's (MDUSD) Initial Proposal  
for Changes to the 2013-2016 Collective Bargaining Agreement  
with California School Employees' Association (CSEA),  
Mt. Diablo Chapter 43**

January 25, 2016

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

- Article 1: Recognition**
- Article 2: Coverage**
- 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 20: Religious Observance**
- Article 22: In-service**
- Article 23: Salary Administration**
- Article 25: Employee Benefits**
- Article 27: Employee Expenses and Materials**
- Article 28: Property Damage**
- Article 29: Medical Examination**
- Article 30: Discipline**
- Article 32: Layoff Procedures**
- Article 34: Reclassification**
- Article 35: Safety**
- Article 37: Application**
- Article 38: Savings Clause**
- Article 40: Professional Growth**
- Article 41: Summer School Employment/Extended Year and Appendix C**
- Article 42: Waiver**

**The District Proposes updating the following articles:**

**Article 19: Personal Necessity Leave**

- Clarify language to state that personal necessity leave cannot be used for vacation.
- Clarify language to state that unit members cannot use more than three consecutive days of personal necessity leave at a time.

**Article 21: Sick Leave**

- Update this article to require unit members to call the automated substitute system no later than one (1) hour before his/her shift is to begin on the first day absent, unless conditions make notification impossible.

**Article 24: Salary**

- The District has an interest in negotiating a salary increase that allows it to remain competitive with neighboring districts with comparable demographics.

**Article 33: Promotion**

- In order to better meet the instructional needs of students, the District proposes modifying the contract to require that unit members who accept a promotion must wait 60 days from the date of acceptance before applying for another position whether through transfer or promotion.

**Article 36: Transfers**

- In order to better meet the instructional needs of students, the District proposes modifying the contract to require that unit members who voluntarily transfer must wait 30 days before applying for another position whether through transfer or promotion.
- Update article to include the recently agreed to Memorandum of Understanding that includes hours worked in the definition of transfer.

**Article 39: Term**

- Negotiate a 3 year successor contract.
- Update contract to reflect duration of new agreement.

**Appendix C: Summer School/Extended Year**

- Change Paragraph D2 to indicate that a unit member accepting a summer school assignment will be paid a blended rate.

**New Article—Professional Development**

- Amend the contract to include eight (8) hours of paid crisis prevention training for Special Education Assistants in the mental health, autism and SDC classrooms.