

**Initial Proposals of the Mt. Diablo Unified School District to the  
California School Employees Association, (Mt. Diablo Chapter 43)  
Reopener Negotiations for the 2015/16 School Year**

March 23, 2015

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

The District has an interest in discussing a total compensation package which meets both parties' interests while also: (1) ensuring that any salary increase or benefit changes are consistent with the District's LCAP goals; and (2) demonstrating commitment to the Board of Education's bargaining goals of:

- (a) Attracting and maintaining high quality employees who believe that Mt. Diablo Unified School District is a preferred place to work; and
- (b) Developing a sense of community, respect, and mutual trust.

**Article 33—Promotion**

The District has an interest in changing the duration of the posting periods and streamlining the posting process through the use of technology.