

Mt. Diablo Unified School District's  
Initial Proposal  
For Successor Collective Bargaining Agreement between  
Mt. Diablo Unified School District  
And  
Clerical, Secretarial & Technical Unit - Local One

Pursuant to Government Code section 3547, the District's initial bargaining proposals that related to matters with the scope of negotiations shall be presented at a public meeting. Since this matter involved the reopening of particular articles of the CBA, and to allow the Board an opportunity to provide and receive comment, the District's initial proposal for amending the CBA is presented to the Board at this public meeting for a public reading. The District's initial proposal is also presented to the Board at this meeting for final approval and "sunshining."

Pursuant to Government Code section 3547, the Mt. Diablo Unified School District (District) hereby "sunshines" or submits the following initial proposals for negotiations to Clerical, Secretarial & Technical Unit (CST) Local One. The District's interests and principles include furthering educational opportunities for our students, compliance with legal mandates, maintaining a financially responsible multi-year budget, the continued retention and recruitment of quality staff, and maintaining a collaborative relationship with CST.

The District proposed update the following articles:

**Article 7      Personal Necessity Leave**

The District has an interest in correcting a minor reference that omits current practice using technology.

**Article 11      Improvement of Health Leave**

The District has an interest in correcting a minor typo and reference in the language.

**Article 23      Personnel Files**

The District has an interest in reviewing the current language for potential changes.

**Article 28      Organizational Security**

The District has an interest in updating language to reflect current laws.

**Article 29      Grievance Procedure**

The District has an interest in changing language to accommodate the District and the Bargaining unit regarding timelines.

**Article 33      Holidays**

The District has an interest in clarifying the language regarding floating holidays for CST members to reduce confusion among employees and district staff. The District also has an interest in clarifying how staff are to enter vacation days in the District absence database system (and how staff inform their immediate supervisors as to their vacation requests).

**Article 34      Discipline**

The District has an interest in correcting a minor error in a reference to another section.

**Article 36      Layoffs**

The District has an interest in removing the now outdated language referring to no layoffs in 2020-2021.

**Article 37      Promotion**

The District has an interest in reviewing the language for a potential change around the interview process to ensure the process is respectful and does not create liability issues for the District.

**Article 39      Transfer**

The District has an interest in clearing up language regarding transfers for “just cause.”

**Article 42      Salary Administration**

The District has an interest in clearing up language so that all understand that “Temporary Assignment Out of Classification” includes a 5% increase in salary for those specific hours worked in a higher classification.

**Article 43      Salary**

The District has an interest in removing the now outdated language referring to no furlough days in 2018-2019 through 2020-2021. The District also has an interest in negotiating a salary increase that allows the District to remain competitive and fiscally solvent.

**Article 45      Term**

The District has an interest in negotiating a completely closed three-year successor agreement covering 2021-2024.