

Mt. Diablo Unified School District's  
Initial Proposal  
For Successor Collective Bargaining Agreement Reopeners for 2025-2028  
between Mt. Diablo Unified School District  
And  
California School Employees Association  
Mt. Diablo Chapter 43

Pursuant to Government Code section 3547, the District's initial bargaining proposals related to matters within the scope of negotiations shall be presented at a public meeting. To allow the Board an opportunity to provide and receive comments, the District's initial proposal for amending the CBA is presented to the Board at this public meeting for a public hearing and 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 the California School Employees Association, Mt. Diablo Chapter 43. 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 CSEA.

The District proposed updating the following articles:

**Article 24 Salary**

The District is committed to enhancing compensation for CSEA unit members while maintaining overall fiscal sustainability.

**Article 25 Benefits**

The District is dedicated to supporting our employees' well-being by maintaining comprehensive health benefits that ensure access to the care they need.

**Article 39 Term of Agreement and Reopeners**

The District is interested in a multi-year term with no re-openers.