

Mt. Diablo Unified School District's  
Initial Proposal  
For Successor Collective Bargaining Agreement Reopeners for 2023-2026  
between  
Mt. Diablo Unified School District  
And  
Teamsters Local Union #856

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 was presented to the Board on December 14, 2022 and is being revised on February 22, 2023 to include Article 1, Article 9, Article 24, Article 32, and Article 33 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 below proposals for negotiations to Teamsters Local Union #856. 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 Teamsters 856.

The District proposes updating the following articles:

**Article 1 Recognition**

The District has an interest to update this Article based on other potential changes to other Articles.

**Article 2 Coverage**

The District has an interest in updating the list of Teamster employees after several Departmental Reorganizations.

**Article 5 Hours of Work**

The District has an interest in discussing alternative work schedules and schedule deadlines.

**Article 6 Overtime/Scheduled Extra Work**

The District has an interest in decreasing the amount of Overtime Compensation Time by utilizing Overtime pay more often.

**Article 7 Call Back Time**

The District has an interest in adjusting the minimum call back time and incorporating some language that addresses after hours remote work where employees are not called back to a district location.

**Article 9      **Vacation****

The District has an interest in exploring ways to increase salary compensation for some groups within Teamsters onto the salary schedule to benefit employee retirement and for increased salaries for hiring.

**Article 10     **Holiday****

The District has an interest in decreasing the amount of Overtime Compensation by utilizing Overtime pay more often when employees work holidays.

**Article 24     **Salary Administration****

The District has an interest to better align our contract to our hiring needs for new employees.

**Article 25     **Salaries****

The District has an interest in negotiating a salary increase that allows the District to remain competitive and fiscally solvent.

**Article 32     **Discipline****

The District has an interest in reviewing language regarding progressive discipline steps, and language for meetings and appeals.

**Article 33     **Release of Nonpermanent Employees****

The District has an interest to change the process involved in the release of non-permanent employees

**Article 35     **Lay Off Procedures****

The District has an interest in adjusting the definitions and layoff process.

**Article 37     **Promotions****

The District has an interest in modifying the promotion article and streamlining and simplifying the hiring process.

**Article 41     **Transfers****

The District has an interest in modifying and simplifying the transfer process.

**Article 42     **Food Service****

The District has an interest in aligning food service vacation with the rest of the unit and reviewing summer school leave.

**Article 43     **Transportation****

The District has an interest in aligning transportation vacation with the rest of the unit.

**Article 44      Substitute Custodian and School Bus Driver**

The District has an interest in removing section G “Pilot Program” because it no longer applies.

**Article 46      Low-Level Maintenance**

The District has an interest in updating the list of low-level maintenance tasks.

**Article 50      Term**

The District has an interest in a three year term from 2023-2026 with no re-openers.