

Date: October 03, 2023

To: Mt. Diablo Unified School District Board Members  
Dr. Adam Clark, Superintendent, Mt. Diablo Unified School District

From: Anita Johnson, President, Mt. Diablo Education Association

Re: Successor Contract Negotiations

Pursuant to Article 8, Section 3547 of the Education Employment Relations Act (EERA), please consider this to be a formal opening of successor contract negotiations between the Mt. Diablo Education Association and the Mt. Diablo Unified School District, for the collective bargaining agreement between the parties, which expires June 30, 2024. The Mt. Diablo Education Association, like the Mt. Diablo Unified School District, has a commitment to student success, fiscal responsibility, long-term stability and professionalism. In keeping with these principles, the Association is opening the following articles of the collective bargaining agreement for negotiations:

Article 1 – Agreement General Terms – in order to best support educators as they work to support students, MDEA proposes changes to Article 1 related to the term of the agreement.

Article 2 – Organizational Security – in order to better support educators as they work to support students, MDEA proposes changes in Article 2 related to bargaining unit member information.

Article 4 – Assignment / Reassignment – in order to support educators regarding their assignment and reassignment, MDEA proposes changes to Article 4 related to District support for educators who are reassigned.

Article 5 – Transfer – in order to support students by retaining qualified professional staff, MDEA proposes changes to Article 5, including transfer and involuntary transfer processes.

Article 6 – Class Size – in order to support students and their learning environment, MDEA proposes changes to Article 6, including items related to: classroom educators and educators who work outside classrooms; class sizes; combination classes; home study / independent study.

Article 7 – Work Year – in order to support students and their learning environment, MDEA proposes changes to Article 7, including educator work year.

Article 9 – Hours – in order to support students by ensuring the educators who work with them have a manageable workload, MDEA proposes changes to Article 9, including items related to: educator paperwork and meeting workload; preparation time; class and caseload coverage; compensation for meetings beyond site time; and frequency and length of meetings.

Article 10 – Safety – in order to keep our students and our educators safe in our schools, MDEA proposes changes to Article 10, including safe classroom spaces and safe communication practices.

Article 11 – Evaluation – in order to best support our educators as they work to provide our students with the best education, MDEA proposes changes to Article 11, including items related to formal evaluation procedures.

Article 12 – Teacher Induction and Support Program – in order to ensure our TISP is best serving the needs of our students by best supporting our educators, MDEA proposes changes to Article 12 related to the structure and implementation of the TISP.

Article 13 – Peer Assistance and Review – in order to support students by retaining qualified professional staff, MDEA proposes changes to Article 13.

Article 14 – Salary / Appendix A Compensation - in order to support students by attracting and retaining qualified professional staff MDEA proposes increasing compensation, including salary, stipends, and other aspects of compensation, while maintaining fiscal responsibility for the students and community.

Article 15 – Payment for Non-Teaching Duties – in order to support educators as they work with students in their non-teaching duties, MDEA proposes changes to Article 15.

Article 16 – Benefits – in order to support students by attracting and retaining qualified professional staff, MDEA proposes increasing district contributions for health benefits at all levels and increasing the in lieu amount.

Article 18 – Travel – in order to support educators as they travel in ways related to their work to support students, MDEA proposes changes to Article 18.

Article 19 – Leaves of Absence – in order to support our students, by ensuring the educators who work with them are healthy, MDEA proposes changes to Article 19.

Article 20 – Special Education – in order to best serve the needs of our special education students, MDEA proposes changes to Article 20, including items related to IIST.

Article 23 – Personnel Files – in order to support our educators as they work to educate our students, MDEA proposes changes to Article 23, including items related to complaints.

Article 24 – Effects of Layoff – in order to support our educators throughout the entire school year, as they work with students, MDEA proposes changes to Article 24.

Article 25 – Professional Development Advisory Committee – in order to ensure our educators receive the highest quality ongoing professional development, so that they can best serve students, MDEA proposed changes to Article 25.

Article 26 – Summer School – in order to better serve students in Summer School programs, MDEA proposes changes to Article 26, including pay, hours, & class size.

Article 29 – Academic Freedom – in order to support students by ensuring they are provided the most high-quality education possible, MDEA proposes improvements to Academic Freedom language.

New article – Department Chairs – in order to better meet students' learning needs, MDEA proposes grade level leads and department chairs should be elected by the grade level or department members.

New article – Full Distance Learning Program – in order to better serve students and their families, MDEA proposes to bargain the establishment of a full distance learning program for those students who would desire such a program.

New article – Racial Justice – in order to better serve students, their families, educators, and democracy, MDEA proposes to bargain a new contract article addressing racial justice in our district.

New article – Bullying, Harassment, Intimidation, & Discrimination Prevention – in order to better serve students, their families, and educators, MDEA proposes to bargain a new contract article addressing bullying, harassment, intimidation, and discrimination in our district.

New article – Community Schools – in order to better serve students, their families, educators, and the community, MDEA proposes to bargain a new contract article addressing community schools.

New article – Working Conditions – in order to allow the Parties' Collective Bargaining Agreement to reflect the work and the working conditions of bargaining unit members as these educators work to best meet the needs of students, MDEA proposes to bargain a new contract article addressing working conditions.

MDEA also proposes making typographical and grammatical corrections and edits throughout the Collective Bargaining Agreement that will not change meaning, but will improve clarity.

Respectfully yours,

Anita Johnson