

Mt. Diablo Unified School District's
Initial Proposal
For
Successor Collective Bargaining Agreement
Between
Mt. Diablo Unified School District (MDUSD)
And
Mt. Diablo Educators Association (MDEA)

Pursuant to Government Code section 3547, the District's initial bargaining proposals that relate to matters within the scope of negotiations shall be presented at a public meeting. Since this matter involves 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 the Mt. Diablo Education Association ("MDEA"). 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 MDEA.

The District proposes updating the following articles:

Article 1 Agreement-General Terms

The District has an interest in updating the Term of Agreement to reflect the term agreed-upon during these negotiations. The District also has an interest in reviewing the General Definitions set forth in Article 1 to ensure that they remain consistent with the Parties' current understanding of those terms and reflect any changes made in the law.

Article 4 Assignment/Reassignment

The District has an interest in modifying language for a timely and organized assignment and reassignment process that benefits both parties and avoids any negative impact on student learning and employees.

Article 5 Transfer

The District has interest in modifying language for a timely and organized process for employee transfer that benefits both parties.

Article 6 Class Size

The District has an interest in providing class sizes at all grades that are consistent with state law, educational research, that allow for flexibility in assignment of teachers and students, and that allow the District to continue to maintain a fiscally sound budget.

Article 7 Work Year

The district has an interest in modifying language to ensure flexibility in scheduling the work year to best meet student and district needs.

Article 9 Hours

The District has an interest in modifying language around work hours and staff meetings.

Article 12 Teacher Induction and Support Program

The District has an interest in modifying the language of this article to address potential increased need for teacher support and coaches to provide this support.

Article 14 Salaries

The District has an interest in modifying language to ensure competitive total compensation while maintaining a fiscally sound budget.

Article 16 Employee Benefits

The District has an interest in modifying language concerning employee health and welfare benefits to provide quality and affordable health and welfare benefits to District employees while the District maintains a fiscally sound budget.

Article 19 Leaves of Absence

The District has an interest in updating or modifying language around employee leaves of absence to ensure compliance with recent changes to the law.

Article 20 Special Education

The District has an interest in modifying language to ensure that the District is providing legally mandated and appropriate programs to students receiving special education services.

Article 22 Retirement Plans & Retiree Health/Dental Benefits

The district has an interest in modifying language to ensure benefits offered to retirees are cost effective for the employee and the District.

The District also has an interest in modifying the Appendices to the Collective Bargaining Agreement, and to ensure that the documents are current, accurate, and legally compliant. The District has an additional interest in making any technical changes and legal updates to the Collective Bargaining Agreement to reflect changes in the law.