



Manhattan Beach Unified Teachers' Association
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From the Table

August 26, 2008

Welcome back Teachers:

Negotiations for the 2008 contract renewal began with our first session being held on August 21. We are working primarily on contract language. Traditionally our contracts cover 3 years. The language we are working on is being developed based on the member survey we sent out last year and various conversations and emails MBUTA has received the past several months.

ON DECK:

We are currently seeking language for a Teacher Attendance Incentive that will provide a cash or sick day bonus for teachers who have used a minimal number of our allotted sick/personal days. The proposal on the table offers a choice of cash or additional sick days on a sliding scale—missing 0, 1-2, and 3-4 sick days. This proposal is intended to reward teachers for their hard work, provide consistency to students, and save the district money on sub costs.

If the district agrees to this proposal, the Executive Board will approve it as an MOU—Memorandum of Understanding—so that we can begin this incentive now rather than waiting until the entire contract is ratified. That means you may want to watch your sick day use if you are interested in the bonus! If passed, it will be retroactive to the beginning of the 2008-09 school year.

The proposal does not include days used for bereavement, BTSA, or district called meetings. These do not impact your sick/personal days.

We have also submitted Special Education language that was originally written by the Bargaining Team for the 2005-08 contract, but wasn't addressed because of so many other pressing issues at the time. We are hoping to get protection for our Special Education teachers-- which means all of us because of Inclusion-- into the contract. Thank you to all the teachers who wrote and reviewed the language to make sure it is copasetic with our current needs and goals.

More information to come!

Sincerely,

Rachel Thomas
MBUTA President, 2008-09
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