

# FROM THE TABLE

## A MBUTA NEGOTIATIONS BULLETIN TO TEACHERS

MANHATTAN BEACH UNIFIED TEACHERS ASSOCIATION • 3551 VOYAGER STREET, SUITE 105 • TORRANCE, CA 90503 • (310) 921-2500

November 5, 2018

### **DISTRICT OFFERS 1% FOR THIS SCHOOL YEAR; ZERO FOR LAST YEAR**

Your MBUTA Bargaining Team has met with the District several times this school year. On September 19, 2018, we met in Fact-finding over the ongoing evaluations matter. MBUTA and MBUSD were able to reach an agreement in Fact-finding that will close out the 2016-17 negotiations. MBUTA members will have the opportunity to vote on this Agreement before it is implemented.

We have also met on September 24, October 17 and November 1, 2018 for the successor agreement beginning July 1, 2017.

MBUTA and the District have discussed the term of the successor agreement. MBUTA made an appropriate proposal for salary. We also proposed maintaining the current health benefit contribution.

Changes were proposed for Association Rights. The Union seeks to protect all bargaining unit members from unwanted 3<sup>rd</sup> party emails and to memorialize the past practice of allowing the Union time with new hires at the District's orientation. Both sides agreed to strike language on the now defunct agency fee provisions.

MBUTA seeks to add contract language that holds 3<sup>rd</sup> parties who run Summer School to the same requirements as the District. There was a great deal of discussion over the relationship between MBX and MBUSD; requirements for filing reports with the L.A. County Tax Assessor and school-connected organizations. MBUTA has maintained its proposal and the District, once again rejected it.

Your Bargaining Team has proposed contract language that will provide some relief for class size to support the district's goal of personalized learning. The district rejected our proposal saying reductions are not possible.

The District provided MBUTA with a budget presentation on October 17, 2018. MBUTA pointed out major discrepancies that the District acknowledged and promised to correct for the next meeting. They did provide the corrections at the November 1 meeting. The District then proposed a 1% increase in salary to MBUTA claiming they would have to make cuts to maintain this increase in the out years.

We have made proposals for school safety. We will revisit these proposals as negotiations continue.

We have reached Tentative Agreements on the following:

- Article 10-Complaints Regarding unit Members—Improved language about when/how administrators will start an investigation
- Article 11-Leaves—Bargaining unit members will earn 11 sick days per school year
- Article 9-Evaluation-A new, reflective system was agreed upon
- Article 4-Grievance Procedures-Minor changes to the grievance procedure to be included in the next contract.

Our next bargaining session is December 6, 2018 at the District Office. Stay connected to your site rep(s) for the latest information.

**Be sure to VOTE for Tony Thurmond for Superintendent of Public Instruction and Gavin Newsom for Governor. It's important to ongoing improvements to education in California to have these leaders fighting for our schools.**

Your MBUTA Bargaining Team,  
Adam Geczi, Chair; Stacey Cooke, Bill Fauver, Daniela Olson