



Manhattan Beach Unified Teachers' Association
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From the Table

MBUTA made an initial salary offer of 5% on October 5. On October 24, the district's initial offer was 3% full year and included a commitment to extend the original 2-year 80/20 healthcare premium program through 08/09; an amount equal to approximately 1% in pay. MBUTA immediately countered at 4% full year and the one year extension of the 80/20 benefits.

Disappointing news regarding the California economy and state budget led the board to wait for our district's first interim budget report last week, and additional clarification regarding Sacramento, before responding to our October 24th counter offer. Last Thursday, December 13, the district returned with their original offer (3% full year, 80/20 through 08/09) and added provisions for an early retirement incentive package(ERIP) similar to the one offered in 02/03.

MBUTA responded with a 4% full year and all other terms to remain the same. After a brief recess, the district responded with 3% full year and an additional 0.5% contingent upon meeting a minimum of fifteen retirees(ERIP). MBUTA countered with 3% full year and an unconditional 1% mid-year, for a 4% total increase on the salary schedule; all other terms remained the same.

While we certainly appreciate the quality of the district's offers, given the district's improved financial position, our students' performance, and the fact that during difficult recent years we have accepted lower than average increases and partial year settlements, our current proposal is, once again, reasonable, appropriate, and well deserved.

MBUTA Bargaining Team

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