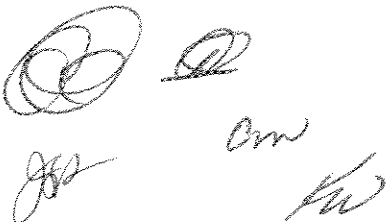



**Manhattan Beach Unified School District
Tentative Agreement Between
MBUSD and MBUTA for
2007-2008 and 2008-2009**

1. **2007-2008**
- a. The District will increase all unit member certificated salary schedules by 3% effective July 1, 2007.
 - b. The District will continue the existing 80% /20% district/employee split for health and welfare benefits coverage for the academic year.
 - c. The District shall implement an Early Retirement Incentive Program ("ERIP") for currently employed full- and part-time MBUTA bargaining unit members (members only, and non-transferable) for the 2007-2008 school year only. To be able to participate in the ERIP, employees must be current full- or part-time certificated District employees, and must be at least 55 years old, and have accumulated at least ten (10) years of service with the Manhattan Beach Unified School District at the end of the 2007-2008 school year.
 - Eligible employees shall be entitled to receive health, dental, and vision insurance coverage up to the existing 2007-2008 cap (80% / 20% district / employee share) at the employee's current level of coverage (single party or two-party plan only). Refer to Article 17 of the Collective Bargaining Agreement for specific details regarding the District's annual contribution toward each unit member's health and welfare benefits.
 - An equivalent amount of cash, equal to district payment for its share of an employee's health benefits, in lieu of health benefits at the employee's current level of



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coverage (single party or two-party only) can be selected at the option of the employee.

- Eligible employees who are not currently taking District benefits may select an equivalent amount of cash in lieu of benefits at the single party level.
- The health benefits or cash in lieu option for each employee will be effective for five years, or through age 65, whichever ever comes first. For those eligible employees who are age 64 or older at the time of retirement, the health benefits or cash in lieu option will remain in effect for two years.
- The employee must choose one option (benefits or cash in lieu) and remain with that option for the duration of the employee's participation in the ERIP.
- A minimum of fifteen (15) currently-employed full- or part-time certificated bargaining unit employees must irrevocably agree to retire at the end of the 2007-2008 school year as a pre-condition to the District providing this ERIP.
- For an employee to be eligible to participate in the ERIP, he/she must notify the District, complete and file all necessary paperwork, and irrevocably commit to retire no later than 5:00 p.m., March 28, 2008.
- No other Early Retirement Incentive Program will be offered during the lifetime of the current plan.



2. **2008-2009**
- a. The District will increase all unit member certificated salary schedules by 0% effective July 1, 2008.
 - b. The District will continue the existing 80% / 20% district/employee split for health and welfare benefits coverage for the academic year.

Handwritten signatures and initials, including a large circular mark, a signature that appears to be 'JHS', and other initials like 'cm' and 'KW'.

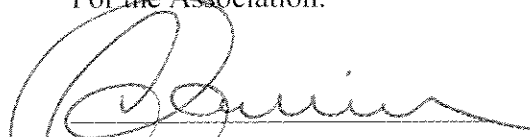
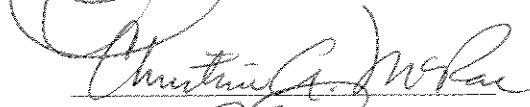

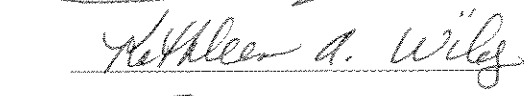
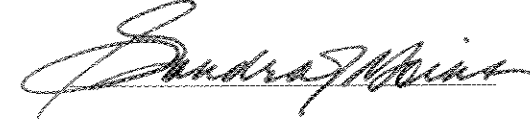
3. **2007-2008 and 2008-2009** (through a Memorandum of Understanding)

- a. The parties agree to work cooperatively toward adjusting and clarifying class size language outlined in Article 6 of the Collective Bargaining Agreement.
- b. The parties will work as active and supportive partners in generating revenue enhancements for the District as well as working diligently, to the extent permitted by law, in passing a bond or parcel tax measure (such as working phone banks, walking precincts and providing other means of public support).

For the District:

For the Association:

Date: February 29, 2008