

# FROM THE TABLE

## A NEGOTIATIONS BULLETIN TO EDUCATORS

We are sending you off to the 3-day weekend with news that the bargaining team concluded our contract negotiations with the district yesterday.

As we know, all negotiations involve compromise, and no deal allows each side to achieve all of the initial goals. However, we are pleased that we have at last come to a deal acceptable to both sides, and we encourage our members to read the attached document carefully, and to ratify the contract via the secure system, CTA Simply Voting, when the link is sent to your personal email the last week of January.

Attached you will find the articles that have been under discussion since the sunshining of our initial proposal in February 2024.

**We are pleased that the district agreed to a two-year deal meaning that we are concluding not only the 2023-24, but also the current 2024-25 contract year.**

In order to give our members a sense of the process that negotiations entail, we have included the draft version of the tentative agreement [here](#), and highlights below.

- **Calendar:**

The bargaining team wants our members to know that we were able to come to an agreement on the calendar years 2024-25 and 2025-26. Therefore, the 26-27 calendar, which the district proposed and the teams spent a great deal of time in discussions on, are not part of this deal.

- **Letters of Recommendation:**

We agreed to leave the choice of writing letters of recommendation within the individual purview of each member (rather than being contractually required by the district).

- **Grievances:**

The previously-required pre-grievance meeting step is now optional when filing a grievance. Additionally, grievants are free to share the details of a grievance, and not required to keep details confidential.

- **Hours and Assignments:**

Big wins were made for our elementary members. Elementary teachers will be paid at an hourly rate or by way of comp time to cover for "specials" when those teachers are absent. Elementary teachers taking in dispersed classes will also be compensated at a flat rate (New article 7.3.10).

The hourly rate for all teachers will increase in accordance with the overall salary increase (7.4.4.1)

- **Salary, Article 16:**

Retro to July 2023-24: An increase of 2.5% on schedule, .5% off-schedule (a one-time payment)

Retro to July 2024-25: An increase of 1% on schedule, 1% off schedule (a one-time payment)

16.2.2.2 E Allows horizontal progression for credentials earned within the bachelor degree

- **Stipends:**

After much discussion, we made several moves multiple areas (see stipend table in the contract): Elementary combo class teachers will now earn a stipend.

Overnight trips will increase in pay.

Changes in the stipend table will be retroactive to the 2023-24 school year, so your retro check will also include stipend-table increases.

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