

FROM THE TABLE

A NEGOTIATIONS BULLETIN TO EDUCATORS

THURSDAY, FEBRUARY 19, 2026

Dear members,

Yesterday, your MBUTA bargaining team met with the MBUSD team for the first round of negotiations on the Collective Bargaining Agreement for 2025-2026, our current school year.

We heard your feedback on our bargaining survey Bargaining Priorities Survey from the fall, and while the entire contract is on the table this year, we sunshined (made known our intent to bargain) the following articles to the district:

- Article 5 – Safety
- Article 6 – Class Sizes
- Article 7 – Hours and Assignments
- Article 8 – Transfers and Reassignments
- Article 10 – Complaints
- Article 11 – Leave
- Article 16 – Salary, and the appendices related to stipends
- Article 20 – Academic Freedom (New!)
- Article 21 – Dual Enrollment (New!)

The district sunshined many of the same articles, as well as:

- Article 3 – Association Rights
- Article 12 – Summer School
- Article 17 – Health and Welfare Benefits
- Appendix A – Evaluations
- Appendix C – Calendars

Obviously, this is a lot to cover, and as such, we will be tackling this negotiation over a series of meetings. In addition to yesterday's initial round, the bargaining team will be back at the table on March 3rd and March 23rd to continue negotiating.

The atmosphere at the table yesterday was a welcome change from recent years, and the district started off the day with calendar proposals for the 26-27, 27-28, and 28-29 school years, as well as updates to language in Association Rights to put the contract more in-line with Ed Code and summer school pay.

MBUTA BARGAINING TEAM

NATALIE DIBIASE
MBMS

NATALIE HERRINGSHAW
BARGAINING CHAIR | PENNEKAMP ELEM.

LAURI RESNIKOFF
MBUTA VP | MCHS

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MBUTA VP | MCHS



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Your MBUTA team made proposals on Safety in regard to use of security cameras on campuses; on both Transfers and Reassignments and Complaints in order to clarify language; on Hours and Assignments in order to ensure that members' time is fairly compensated, that comp time is available to use, and that there is a clear language for combination classes.

We expect to have much to discuss on all of these initial proposals at our next session in just two weeks, and we are hopeful that the positive and productive communication from both sides of the table will continue as we work towards an agreement that will benefit all members.

In solidarity,

Your MBUTA Negotiations Team

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