

FROM THE TABLE

A NEGOTIATIONS BULLETIN TO EDUCATORS

MONDAY, MAY 18TH, 2026

Dear Members,

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

We started the day by immediately giving the District proposals on **Article 11, Leaves, and a new article, Article 20, Academic Freedom**. We are pushing the District to respect that Personal Necessity Time is used professionally by staff members, and to ease requirements for administrative approval when PN backs up to holidays or breaks. As class sizes continue to explode, we proposed contractual grading/work days for all teachers, at all levels, in order to ensure our ability to provide the high-quality instruction our community expects us to provide.

The District **rejected our proposed amendments to Article 7, Hours and Assignments** that would have raised the hourly rate and compensated teachers for preparing Independent Study plans and substitute plans when taken out of the classroom for professional development or committees. We have continued to make progress on **Article 3, Association Rights**.

We ended the day by making **an initial salary proposal and updates to the stipend table**. On Thursday, the governor made a revision to the state budget, and COLA for next year is slated at 4.31%, up from 2.41%. COLA is ongoing funding provided to the district by the state, and as such, is an important signal that **the District can and should increase salaries** for our staff.

As we stated last time, we know that the most valuable resource MBUSD has is you, its staff, and we will continue to fight for the District to recognize the talent, the impact, and the care you all bring to the classroom. Accomplishing this will take more than just the members of your bargaining team; more than just your site representatives. We are glad to see that many RIFs have been rescinded, however **overall staffing is still down in total numbers** with our many colleagues retiring. This will impact us all. We continue to ask that you be prepared to take part in actions this year (and next!) because **we need you**.

Please connect with your site reps, check your emails, and be ready to get involved.

Our next bargaining day is scheduled for June 4.

In solidarity,

MBUTA BARGAINING TEAM

NATALIE DIBIASE
MBMS

NATALIE HERRINGSHAW
BARGAINING CHAIR | PENNEKAMP ELEM.

LAURI RESNIKOFF
MBUTA VP | MCHS

KEELY SWEENEY
MBUTA VP | MCHS



IAN JONES
PENNEKAMP ELEM.

MANHATTAN BEACH UNIFIED TEACHERS ASSOCIATION

3551 VOYAGER STREET, STE 105, TORRANCE CA 90503 | (310) 921-2500 | MBUTA@SBUT.ORG