FROM THE TABLE

A NEGOTIATIONS BULLETIN TO EDUCATORS

FRIDAY, OCTOBER 30, 2026

Dear Members,

Yesterday, your MBUTA bargaining team met with the MBUSD team for the ninth round of negotiations on the Collective Bargaining Agreement for 2025-2026.

We have continued our work to ensure that teachers have protections in the classroom, and made significant progress in **Article 3, Association Rights to ensure that teachers have the Academic Freedom to present controversial issues in the classroom** in a professional and curriculum-aligned way without fear of professional consequence.

We also had a win today in getting **upward movement on the Stipend Table for combination class teachers,** which in addition to new paid planning time for those teachers, is a big step in right direction of recognizing the intense planning demands of such classes with appropriate remuneration.

Like we expected based on the messaging from the Superintendent's Newsletter earlier this week, the district team returned to the table with a salary proposal of 1% one-time payment (off-schedule) for 2025-26 and 1% on schedule for 2026-27.

This offer does not meet the financial needs of our members and we are continuing to ask for a better offer. In order to get the Board to move on their salary offer, we need all members to show that they are prepared to take action.

Your site reps have likely started talking to you about **slowing down and only working the contract.** One area where we lost traction today was getting additional time allotted for elementary conferences. We know many members feel that there is not enough contracted time available to fulfill conference obligations and have a duty-free lunch.

Data collected from principals pointed out that many teachers do not hold conferences on Fridays, and therefore see no actual need to expand the conference week. **Working unpaid outside of the contract can hurt our membership at-large during negotiations.** All members deserve the time to complete their job duties DURING the contracted day.

An injury to one is an injury to all. We are asking that ALL members work the contract in order to show the power and the value of our time.

SHOW THE DISTRICT THAT WE NEED A BETTER OFFER.

We look forward to seeing EVERY MEMBER this Wednesday, November 4th School Board Meeting on your calendar so we can show the District we will take a stand to get the raise we deserve.

In solidarity,

MBUTA BARGAINING TEAM

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BARGAINING CHAIR | PENNEKAMP ELEM.

NATALIE DIBIASE
MBMS

LAURI RESNIKOFF
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