

FROM THE TABLE

A NEGOTIATIONS BULLETIN TO EDUCATORS

Update from the October 21, 2024 Bargaining Session

Well, well, well. Time to mark your calendars for November 6th.

After another round of negotiations, we find ourselves confronting a district which is unable to adequately explain the rationale for their most recent woefully inadequate salary increase proposal

Today at the table, the district pulled back on their off-schedule offer of 4%. Instead, they are offering 2% retro to 2023. They argue that this offer is not regressive as the money is not "one-time" money, but on-going.

Throughout the nine sessions we have bargained this contract, we negotiated to move the district from their initial offer of a 0.3% one-time (off-schedule) payment to 2% on-schedule salary increase. It is a primary goal of your negotiations team to get MBUSD to agree to an on schedule, ongoing payment because doing so has a long-term, compounding effect on our salary.

In fact, we are currently making 1% less than last year due to the loss of our additional service days MBUTA negotiated for last year. Despite the district's assertion that offering 2% on-going is not regressive; we are not of the same opinion: 2% is essentially a 1% salary increase for the current year.

MBUTA has calculated that our salaries will not "catch up" to the difference between a 4% off-schedule payment and the now-offered 2% on-schedule until the 2026-27 school year.

Other items of note:

- The district rejected our proposal to have elementary teachers compensated when they cover for teachers absent for "specials" (Article 7).
- The district continued to insist on adding extra adjunct duties by *requiring* that secondary teachers write letters of recommendation (Article 7).
- In order to accept MBUTA-proposed language to offer 100% health coverage for single-member only, or cash-in-lieu for members who do not take the health benefits, the district reduced their on-schedule offer from 2% to 1.64% or .62% (Article 16). This is not an acceptable offer.
- The district refused to update the stipend table to:
 - Compensate secondary teachers teaching combo classes
 - Compensate elementary teachers teaching combo classes in any category above Extra Duty V
 - Compensate the middle school MUN advisor

We are asking all members to tune into the livestream of tomorrow night's MBUSD school board meeting. Talk to your site representatives for organizing actions and plans to attend the November 6th board meeting. **Stay tuned and be prepared to step up!**

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