

# FROM THE TABLE

## A NEGOTIATIONS BULLETIN TO EDUCATORS

September 18, 2024

The MBUTA team met with the district team led by the inimitable Tom Stekol on September 17. This all-day session began with a discussion regarding the misrepresentation of salary negotiations and the '22-'23 contract stipulations made by John Bowes in the most recent superintendent's newsletter<sup>1</sup>.

Our team engaged in a discussion at the negotiation table that made clear that MBUSD appears to be using its platform, by the way of the Superintendent's Newsletter, to spread misinformation to the community regarding the basis of salary increases to teachers.

### Salary & COLA

The facts as we see them are:

COLA in '22-'23 was 13.26%

This was the basis for the salary increase MBUTA negotiated for the '22-'23 school year.

COLA in '23-'24 was 8.22%

This is the contract year we are currently negotiating in arrears.

As John Bowes stated in his newsletter, the district wants the community to believe a 1% increase is "consistent with" COLA.

COLA increases are ongoing funding to the district, and ONGOING FUNDING looking at years '22-'23 and '23-'24 IS 21.46% combined!

In our talks yesterday, we moved the current bargain for '23-'24 to an offer of 1% on schedule and 4% off schedule. MBUTA continues to propose all district increases be applied to the salary schedule.

### Stipend Tables

Our team continues efforts to get additional compensation for both Secondary- AND Elementary-level combination-class teachers. The district has moved to include elementary teachers on the stipend table at Extra Duty VI when teaching a combo class, and we are continuing to propose that secondary teachers also be included in a stipend for combo classes.

Other items also proposed to be added to the stipend table include adjustments to MS MUN, MS Yearbook, MS Drama, band, strings, and choir.

### Salary Schedule Credits

Article 16.2.2 Members who earned their credential as part of their undergraduate program will now get 35 credits to move over on the salary schedule

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<sup>1</sup>This misinformation was outlined in detail in an email sent out to all members on Monday, September 16th, subject line "MBUTA Update & Wear Red on 9/16"

As you know, we still do not have a ratified calendar for the current year, but the district continues to use the tentative agreed-upon calendar as the basis of on-going instruction. Calendars for the 25-26 and 26-27 school year are also part of these talks.

The district made a bumbling attempt to add talks for Article 7, Hours and Assignments, into the discussion, and then proposed language requiring teachers to write letters of recommendation.

### How can YOU help?

There are currently multiple elementary sites without an MBUTA representative. All school sites need to find a member willing to attend the September 23rd Representative Council meeting at 3:30 p.m. at MCHS. MBUTA is you, and we need all sites present in order to have a unified effort going forward that will get all members the best deal the district can offer.

Site reps who attend the September meeting will be given a timeline of action and forward progress steps developed by the MBUTA executive board in conjunction with CTA budget experts, who we will meeting with next week. We believe our unified front will allow us to come to a satisfactory conclusion of the 2023-24 negotiations process.

The next bargaining session is currently scheduled for October 7th.

## MBUTA BARGAINING TEAM

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