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A MBUTA NEGOTIATIONS BULLETIN TO TEACHERS

MANHATTAN BEACH UNIFIED TEACHERS ASSOCIATION • 3551 VOYAGER STREET, SUITE 105 • TORRANCE, CA 90503 • (310) 921-2500

March 18, 2011

MBUTA MAKES BOLD MARKET RATE SALARY PROPOSAL

MBUTA met with the District on Monday, March 14, 2011 to negotiate reopeners to the three-year agreement that expires in June 2012. Your Bargaining Team made proposals designed to move our salary schedules to a rate that is more reflective of the surrounding unified school districts. As proposed, the "Market Rate Adjustment" would move Manhattan Beach to second when comparing veteran educators.

MBUSD currently has a fully balanced budget through 2012-2013 including a minimum reserve of 3%. The District is also experiencing continued growth in ADA (student attendance) while many districts are declining. This increase represents an increase in revenues. In addition, if Governor Brown's tax extension gets on the ballot and is passed, \$330 additional per ADA will be added to the district budget. MBUTA recognizes and appreciates the District's fiscal responsibility, but in a climate where nearly everything from gas to housing to of course healthcare costs more, we felt appropriate to seek a market rate adjustment that will bring Manhattan Beach teachers in line with neighboring districts' salaries.

The District was non-committal and expressed the desire to wait until more is known about the tax extensions.

MBUTA proposed changes in the Stipend Schedule(s). Both sides agreed to gather more information. Your site rep/officer may contact you soon to glean information about stipends and the duties attached to them.

MBUTA, the District and CSEA participated in a training at the SBUT office on February 17 that will aid the District's newly-formed Health Care Committee in making good decisions on behalf of all district employees. You will be receiving an anonymous survey about the health care you are currently receiving that will assist the Committee in making decisions commensurate with our bargaining unit's wishes. MBUTA and the District agreed to allow the committee to do their work and bring recommendations to the two bargaining teams.

MBUTA participated in a district created committee on March 10 to discuss the Evaluations Process, which the District has proposed to bargain. There are two high school, two middle school, and two elementary teachers on this Committee in addition to two District Administrators and the HR Director. MBUTA and the District agreed to allow this committee to evaluate the current process of teacher evaluations and research models used in other districts in order to make a recommendation to the Negotiating Teams. Look for reports from all meetings distributed by the District in conjunction with the MBUTA representatives.

Our next bargaining session will be April 12, 2011. In the meantime, visit www.cta.org for more information on the tax extension issue or <http://ca--nea.www.capwiz.com/nea/ca/issues/alert/?alertid=28382501> to contact lawmakers and urge their support to place the tax extension issue on the ballot.

Thank you for the truly outstanding work you do for students every day!

Your MBUTA Bargaining Team:

Wayne Knutson, Chair
Rachel Thomas-Wilson, MBUTA President
Chris McRae
Michelle Sayre
Karl Kurz
Sandra Goins, SBUT Executive Director