

# FROM THE TABLE

## A NEGOTIATIONS BULLETIN TO EDUCATORS Update from July 10th Bargaining

I am sorry to report that the district outdid themselves in demonstrating their disregard for the work we do to make MBUSD a premier destination for families seeking the best schools in California.

The efforts of MBUTA to wrap up a fair contract by June were stymied by the district's seeming disinterest in proposing a deal based on the 8.22% COLA and their ongoing ability to support the excellent teachers in our district.

In addition, the MBUTA bargaining team took the unprecedented step of meeting in summer to bargain. We had high hopes that since the rescissions were made (and multiple openings are being advertised), MBEF had a successful paddle raise, the parcel tax passed, and the budget report has significantly improved since March, the district would offer a more reasonable salary adjustment.

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### Layoffs and RIFs:

As of now, 30 of the 32 teachers issued pink slips in March have been offered rescissions. 27 certificated employees that I can track have left the district—replacing them will significantly reduce costs to the district as many of those who left were senior employees. You will likely have noticed multiple job postings this summer—MBUTA leaders are constantly monitoring these openings to be sure qualified members are being offered positions for which they qualify.

### Salary:

The district not only returned to the bargaining table with their SAME 1% “offer”. Additionally, their comment was that no increase to salary above 1% can be authorized—implying that the board will not approve anything more. While the district did increase the overnight stipend for teacher on field trips from \$100 to \$300, we would argue that such an increase was made merely to offset the lack of movement on the main offer to our ongoing salary adjustment.

They also refused to make a respectable offer to compensate teachers who will be teaching combo classes (and doubled down on the rhetoric that teaching such classes “is not that difficult”). Neighboring districts offer a 5% increase to pay for teachers at both elementary and secondary levels when asked to combine classes. We made several attempts to get the district somewhere in that vicinity. The district has added Elementary Combo Class ONLY to the stipend table—at a fraction of what MBUTA considers reasonable compensation for the time and trouble teachers take to prepare for and instruct those students. The district is proposing sections of combo classes at the secondary level this coming year, but nothing is being offered to secondary teachers who receive those assignments.



### Academic Freedom:

The district refused to consider an article offering teachers some reassurance that we should have academic freedom in our classrooms—adamantly insisting that the only way to add such language was with the inclusion of a phrase “subject to board policy” which we all know can be changed at any time. Tom Stekol made it clear that the board intends to amend language addressing teachers academic freedom in the coming term.

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While we are certainly (insert favorite adjective of annoyance here) at the wasted time spent analyzing the budget and convincing ourselves that the district can, in fact, afford a higher salary adjustment, we also know that our members will be ready in the fall to make sure the district is aware of our worth. You will also have noticed that the district sent out a “student instructional calendar” this week. MBUTA has been in contact with CTA legal and the district seems to be using general fund money for their own legal counsel. We continue to investigate their ability to publish an unratified calendar, but—at the moment—they seem to be within their rights, although outside what we would consider the spirit of good-faith bargaining.

It is shortsighted of them to fail to keep pace with surrounding districts when our own working conditions will drive more teachers to other opportunities. We will keep you apprised of planned organizing activities and “save the date” notices as July comes to a close.

Until then, please continue to revel in your summers and do your best to free your minds from the toils of the classroom until August looms.

In Unity,  
Shawn Chen MBUTA President

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