

FROM THE TABLE

A MBUTA NEGOTIATIONS BULLETIN TO TEACHERS

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

February 11, 2022

TENTATIVE AGREEMENT REACHED

Hello to MBUTA members. Happy Friday to you all and many thanks for the actions you have been taking. Wearing red, following the Instagram, writing letters to the school board, and setting autoreplies have been the COVID-era replacement for our tried-and-true storming the board meeting.

It seems our collective voices have been heard. After months at the table, the stalwart members of the bargaining team—Stacey Cooke (MBMS), Natalie Herringshaw (Pennekamp Elementary), Aaron Kofahl (MCHS), Lauri Resnikoff (MCHS)—and myself are happy to announce a Tentative Agreement.

We will send along the Agreement for your perusal prior to the ratification vote. The highlights of the deal are below:

- Pronoun changes—throughout the document, we updated pronouns to reflect modern norms. We will continue this process as negotiations continue next cycle.
- Small changes in contract language to clarify procedural steps when attempting to resolve unsafe working conditions
- Added language regarding the MBUSD Civility Policy. Having this policy sent to poorly behaving members of the community is an important part of maintaining our safety at work.
- Some additional language in the contract article controlling scheduling at school sites
- A **2.5%** increase in the hourly rate (to \$46.90 per hour)
- A **2.5%** increase ongoing (on schedule) to salary schedules. The increase is retroactive to July 1, 2021 of 2.5%
- A **2.5%** “off schedule” or “one-time” payment calculated on the employee’s 2021-22 gross salary (payable no later than August 1, 2022)
- An increase for middle school teachers teaching an extra period assignment. Compensation will be **20%** for teaching an extra period at the middle school (an increase from 16.67%). This increase will be retroactive to July 1, 2021.
- A one-year calendar for the 2022-2023 school year.
- Movement on the Extra Duty Appendix D Stipend Table for several groups of employees.
- Increases to the Stipend Table in the amount of 2.5%

We will have a Zoom meeting for unit members with questions about the TA—currently the meeting is scheduled for Monday at 3:30 pm.

We will run the ratification process next Wednesday and Thursday. CTA is still allowing ratification votes to take place virtually which should be more convenient for everyone.

Thank you to all of our members who have been working tirelessly during one of the most emotionally taxing years of teaching ever (following hard upon the heels of one of the most emotionally taxing years of teaching ever). We hope you take this bit of news as validation that your work matters. We continue to make incremental progress improving our contract and supporting each other in our chosen profession—thank you to all for taking these steps together.

In Unity,

Shawn Chen President MBUTA/Bargaining Team

Lauri Resnikoff, VP MBUTA/Bargaining Team

Aaron Kofahl, VP MBUTA/Bargaining Team

Keely Sweeny, Secretary MBUTA

Lindsey Valbuena, Treasurer MBUTA

Stacey Cooke, Bargaining Team

Natalie Herringshaw, Bargaining Team