

Manhattan Beach Unified Teachers Association
(SBUT/CTA/NEA)
Initial Bargaining Proposal for Sunshine
June 11, 2015

The Manhattan Beach Unified Teachers Association (MBUTA) makes the following proposal for reopeners to the 2014-2016 MBUTA/MBUSD Collective Bargaining Agreement. Unless otherwise indicated, proposals are in conceptual format. MBUTA reserves the right to make additional proposals during the course of negotiations. All agreements reached on individual items shall be tentative, subject to a final tentative agreement on the entire Collective Bargaining Agreement.

MBUTA proposes to add, modify, or delete language in the following areas:

Article 10—Complaints Regarding Unit Members

MBUTA proposes improvements and clarification to the complaint procedures

Article 16—Salary

MBUTA proposes the District continue its commitment to adjustments in compensation for Bargaining Unit Members. All certificated salary schedules shall be adjusted to provide compensation that ranks competitively among comparable school districts in California.

MBUTA proposes adjustments to the Stipend Table and the Extra Duty rate.

Article 17—Benefits

The District shall provide improvement to all Bargaining Unit Members' Health Insurance premium allocation, eliminating out-of-pocket costs for "Employee Only" plans.

MBUTA proposes modifications to the appendices and index as necessitated by agreements made to the articles indicated above.