

MANHATTAN BEACH UNIFIED SCHOOL DISTRICT

**INITIAL BARGAINING PROPOSAL FOR 2012-13 NEGOTIATIONS
with the
MANHATTAN BEACH UNIFIED TEACHERS ASSOCIATION (MBUTA)**

The proposal presented by the District is conceptual in nature. Specific modifications in contract language will be developed during the negotiations process. The District reserves the right to add to, subtract from or otherwise modify this initial proposal.

The District proposes to negotiate the following articles for a successor agreement commencing 2012-13:

Preamble

Modify dates regarding contract term.

Article 7: Hours and Assignment

- 7.3 *Length of the school day*
- 7.3.9 *Compensatory time*
- 7.4 *Required meetings outside instructional hours*

Article 8: Transfers and Reassignment

- 8.2.6 *Requests for voluntary transfer or reassignment*
- 8.2.9 *Process for filling vacancies*

Article 9: Evaluation Procedures

All sections of Article 9

Article 11: Leaves

- 11.16 *Return of duty following leave.*
- 11.19 *Jury duty*

Article 15: No Concerted Activities

- 15.1 *Activities not permitted*

Article 16: Salary

- 16.1 *Salary schedules:*

- 16.2.2.2 Horizontal progression on the salary schedule
- 16.7 Extra duty stipends
- 16.10 Definition of work hours

Article 17: Health and Welfare Benefits

- 17.2 Health and welfare benefits for active employees

Appendix C: School Calendar

2014-15 school calendar

The district reserves the right to share with district employees and the public the issues we are working on at the negotiating table. While we respect and are committed to the confidentiality of district negotiations, we also believe that both employees and our broader community have a right to be informed.

We commit ourselves to ensuring that any information shared with our constituencies is fair, balanced, and factual. We will not share any issues that have not also been shared at the bargaining table. We will make sure any materials shared with others have been fully aired by the parties.

The Board of Trustees is responsible for representing the interests of the public in the collective bargaining process. The Board is committed to balancing the needs of staff and the priorities of the district in providing students with a high quality instructional program. The Board is resolved to be good stewards of the public resources entrusted to them for this purpose.

Updated: February 28, 2012