

**Manhattan Beach Unified Teachers Association**  
(SBUT/CTA/NEA)  
Initial Bargaining Proposal for Sunshine  
March 7, 2012

The Manhattan Beach Unified Teachers Association (MBUTA) makes the following proposal for a successor agreement to the 2009-2012 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:

**Preamble**

Term of the agreement

**Article 3—Association Rights**

MBUTA proposes establishment of faculty advisory provisions.

The District shall provide MBUTA with opportunity to address new hires at District orientation meetings.

The District shall notify Bargaining Unit Members of the right to representation before District administration searches of private property.

**Article 5--Safety and Working Conditions**

MBUTA proposes to improve bargaining unit member safety.

**Article 6--Class Size**

MBUTA proposes changes in class size to accommodate the District's needs.

**Article 7--Hours and Assignments**

The District shall offer Certificated Bargaining Unit Members an Early Retirement Incentive for the 2012-2013.

MBUTA proposes an adjustment to the extra duty rate for MBUTA Bargaining Unit Members.

Bargaining Unit Members shall be provided the autonomy to determine the direction of collaboration on early release days.

MBUTA proposes restoration of two Professional Development Days.

The District shall provide P.E. credentialed teachers at the elementary level.

The District shall provide instructional minutes at all grade levels consistent with Ed Code requirements.

### **Article 8--Transfers and Reassignments**

MBUTA proposes that changes be made to the Agreement which provide more consistency and fairness with regards to transfers and reassignments.

### **Article 11—Leaves**

The District shall institute changes in leave provisions.

### **Article 14—Personnel Files**

MBUTA proposes changes in contract language that address false and/or misleading statements.

### **Article 16—Salary**

MBUTA proposes the District commit to a Market Rate Adjustment in total compensation for Bargaining Unit Members. All certificated salary schedules shall be adjusted to provide compensation that ranks competitively among the neighboring school districts in the South Bay.

### **Article 20—Special Education**

MBUTA proposes this new article to address Bargaining Unit Member and District responsibilities regarding Special Education.

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