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Board of Education
Long Beach Unified School District

SUBJECT: Initial Bargaining Proposals from
the Long Beach Unified School District
to Teachers Association of Long Beach,
K-12 and CDC/Head Start Units

Enclosures: Two

CATEGORY: Superintendent's Items

Reason for Board
Consideration: Information & Action

Date: June 16, 2009

The Superintendent of Schools recommends for public review the attached Initial Bargaining Proposals for collective bargaining agreements presented by the Long Beach Unified School District ("DISTRICT") to the Teachers Association of Long Beach ("TALB") for the K-12 and CDC/.Head Start bargaining unit members.

In compliance with Government Code, Section 3547, the public hearings on these proposals are scheduled for the regular meeting of the Board of Education on July 7, 2009.

Copies of these proposals will be available for public study in the main office of all elementary, middle, and high schools, the lobby of the administration building, and the office of the Assistant Secretary to the Board of Education.

eaj
attachments

Prepared by:

Approved and recommended:

Debra Ecung
Director, Employee Relations

Christopher Steinhauser
Superintendent of Schools

LONG BEACH UNIFIED SCHOOL DISTRICT

GOVERNING BOARD INITIAL PROPOSAL

CERTIFICATED BARGAINING

K-12 UNIT

2009-2010 NEGOTIATIONS

The Governing Board for the Long Beach Unified School District ("District") submits this initial proposal to the Teachers Association of Long Beach ("TALB") for the 2009-2010 negotiations. The Board proposes to maintain the provisions of the current certificated collective bargaining agreement except as modified below:

ARTICLE IV: ASSOCIATION RIGHTS

H.1.2. Modify association release time to reflect current practice.

ARTICLE V: DAYS AND HOURS OF EMPLOYMENT

- A.2. Clarify kindergarten teachers' responsibilities outside their classroom instructional time.
- B.6. Discuss eligibility for teachers who elect not to complete their summer school assignments.
- B.6. Include prior satisfactory summer school performance as an eligibility requirement for summer school assignments.

ARTICLE VI: COMPENSATION

- A.1. Implement salary reductions to address the state fiscal crisis and its impact on the District. Such salary reductions would include one or more of the following options: Reducing salary schedules, freezing step/column advancement, implementing work day furloughs, modifying and/or reducing stipends and extra hourly compensation.
- A.3.a. Increase rate for audit requests of payroll records.
- A.7.a. Remove allowance expense references for travel.
- B.1. Implement an annual maximum District health and welfare benefit contribution for eligible unit members.
- B.2. Implement cost containment options to reduce health and welfare benefit costs, including plan design changes and reviewing health provider alternatives.
- C.1. Modify language to conform with current practices regarding Medicare Plans A and B.

ARTICLE VII: LEAVES OF ABSENCE

- B.m. Modify FMLA to run concurrent with available statutory leave.

- J
- C.7. Discuss procedure for returning to work from industrial accident leave.
 - C.9. Clarify application of six weeks for adoption leave.
 - C.12. Suspend sabbatical leave.

ARTICLE VIII: TRANSFERS

- B.1. Discuss eligibility requirements for employee-initiated transfers and displacement transfers.
- B.5. Eliminate the mid-December posting.

ARTICLE X: CLASS SIZE AND STAFFING RATIOS

- A. Increase general education class sizes.
- C. Increase the timelines for addressing excess class sizes.
- F. Increase special education class size average maximum.
- G.7. Delete allocation for school nurse clerical assistance.

ARTICLE XVIII: TERM OF AGREEMENT

- A. Extend term of agreement through June 30, 2012.

LONG BEACH UNIFIED SCHOOL DISTRICT

GOVERNING BOARD INITIAL PROPOSAL

CERTIFICATED BARGAINING

CDC AND HEAD START UNIT

2009-2010 NEGOTIATIONS

The Governing Board for the Long Beach Unified School District ("District") submits this initial proposal to the Teachers Association of Long Beach ("TALB") for the 2009-2010 negotiations. The Board proposes to maintain the provisions of the current certificated collective bargaining agreement except as modified below:

ARTICLE IV: ASSOCIATION RIGHTS

H.1.2. Modify association release time to reflect current practice.

ARTICLE V: DAYS AND HOURS OF EMPLOYMENT

C. Clarify the work week and workday of Head Start teachers by adding a specific section for them. In addition add language addressing a thirty minute duty free lunch.

ARTICLE VI: COMPENSATION

A.1. Implement salary reductions to address the state fiscal crisis and its impact on the District. Such salary reductions would include one or more of the following options: Reducing salary schedules, freezing step/column advancement, implementing work day furloughs, modifying and/or reducing stipends and extra hourly compensation.

A.3.a. Increase rate for audit requests of payroll records.

B.1. Implement an annual maximum District health and welfare benefit contribution for eligible unit members.

B.2. Implement cost containment options to reduce health and welfare benefit costs, including plan design changes and reviewing health provider alternatives.

C.1. Modify language to conform with current practices regarding Medicare Plans A and B.

ARTICLE VII: LEAVES OF ABSENCE

B.m. Modify FMLA to run concurrent with available statutory leave.

C.7. Discuss procedure for returning to work from industrial accident leave.

C.9. Clarify application of six weeks for adoption leave.

C.13. Suspend sabbatical leave.

ARTICLE XVIII: TERM OF AGREEMENT

A. Extend term of agreement through June 30, 2012.

APPENDIX B: SALARIES

F. Suspend Tuition Reimbursement.