



Teachers Association of Long Beach, CTA/NEA

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SUMMARY DETAILS OF TENTATIVE AGREEMENT COMPENSATION & CONTRACT LANGUAGE 2019-20 & 2020-21 CDC/HEAD START & ETK-12

TALB and the District have reached a tentative agreement. The Bargaining Team met over two dozen times in the past 18 months to get a deal.

These are truly unusual times. Normally we would not have five (5) MOU's in one school year, nor would there be multi-year settlements.

K-12 and CDC/Head Start - SALARY INCREASE: 5% increase in compensation for 2019-20 & 2020-21.

- ❖ **1% increase** to bargaining unit salary schedules, career increments (longevity), stipends, and rates of pay retroactive to July 1st, 2019. Translation – the salary schedule for 2019-20 will have an additional 1% added to all salary & hourly schedule cells. This increase continues in perpetuity, including 2019-20 and ongoing.
- ❖ **2% increase** to bargaining unit salary schedules, career increments (longevity), stipends, and rates of pay retroactive to July 1st, 2020. Translation – the salary schedule for 2020-21 will have an additional 2% added to all salary & hourly schedule cells. This increase continues in perpetuity, including 2020-21 and ongoing. An additional one time off schedule payment of **2%** based on the unit members earnings for the 2020-21 fiscal year (July 1st, 2020 – June 30th, 2021).

* The District has put out a communique suggesting that the compensation proposal was “substantial”. One LBUSD employee received a 16.7% increase in salary last year, that is substantial. Your Bargaining Team did not feel the package deal was substantial, rather a “down payment” on remuneration for the significant amount of workload increase during the start of the pandemic in March of 2020 through June of 2021. If the economy continues to improve and we do not experience a radical decline in enrollment, we expect to bring another compensation package to you in the 2021-22 school year.

* The acceptance of this compensation package requires the Association to drop the compensation grievance over “Days & Hours”

* There are also three MOU's (Attached)

1. CCT – Collaborative Co-Teaching
2. Guidelines for Change of Assignment Teacher Support (Support for change of assignments)
3. Mandated Training and Professional Development (Paid at Teachers Hourly Rate)

K-12 – Article V – Day & Hours – Workday #3 (current language italicized – new language in bold and yellow).

- ❖ **During the term of this Agreement, the District shall maintain its practice of treating IEP meetings as mandatory; bargaining unit members attending such meetings beyond the duty day and in excess of four hour per month shall be paid therefore at their regular hourly rate provide they submit the Documentation of Mandatory Meeting Form to the Office of School Support Services.** No change in compensation, the forms are being routed to a different office.

K-12 Article VII – A - Leaves of Absence (current language italicized – new language in bold and yellow).

- ❖ **Discretionary leaves of absence, including personal leaves, will not normally be granted during the first and last week of the employee's work year, nor during elementary school parent conference and/or report card periods. In addition, leaves shall not be granted to employees in the middle schools and senior high schools on the traditional school year**

calendar during the last week of the first semester nor during the first week of the second semester. Exceptions shall be made for approved leaves for illness, grave emergency, or religious observance. **Any leaves which might be granted during periods described above will be on a case-by-case basis and will not set precedent in future cases.**

C – Leaves of Absence with Pay: Technical changes for clarity and appropriate number order of contract. No substantive change.

5. Statutory Sick Leave – Current language stays the same with the addition of:

The District may require an employee to be examined by an independent licensed physician selected by the District to determine whether the illness or injury is related to the same illness or injury previously claimed by the employee for the statutory sick leave.

CDC – HEAD START VII: Leaves of Absence

A. LEAVES OF ABSENCE (General): *(current language italicized – new language in bold and yellow.*

4. *Discretionary leaves of absence, including personal leaves, will not normally be granted during the first and last week of any school year. Exceptions shall be made for approved leaves for illness, grave emergency or religious observance.* **Any leaves which might be granted during periods described above will be on a case-by-case basis and will not set precedent in future cases.**

C. LEAVES OF ABSENCE WITH PAY: Technical changes for clarity and appropriate number order of contract. No substantive change.

5. Statutory Sick Leave – Current language stays the same with the addition of:

The District may require an employee to be examined by an independent licensed physician selected by the District to determine whether the illness or injury is related to the same illness or injury previously claimed by the employee for the statutory sick leave.

CDC - HEAD START IX: Safety Conditions of Employment

~~F. The District acknowledges the employee's statutory authority to exercise physical control of pupils as per Education Code, Section 44807, and to suspend pupils as per Education Code, Section 48900 et seq., and in compliance with District guidance and discipline codes.~~

K-12 – Article VIII Transfers

❖ **H. GUIDELINES FOR CHANGE OF ASSIGNMENT – TEACHER SUPPORT: The Long Beach Unified School District and the Teachers Association of Long Beach have entered into a Memorandum of Understanding (MOU) – Guidelines for Change of Assignment – Teacher Support dated March 23, 2021. The District and TALB will meet in October of 2021 to review the effectiveness of MOU. This MOU will expire on June 30, 2022.**

The genesis of this MOU comes from the monumental tasks of changing grade levels and assignments. Some of the changes are at principal discretion (They have a grand vision of turning your life upside down.) Or due to declining enrollment schools need to adjust for fewer students. There is still much more work to be done. We will continue to look at ways to support our members, particularly with the rise in combination classes. We'll stay on it.

K-12 Article XVIII Term of Agreement & CDC – HEAD START

❖ A. Full contract shall be opened for **2021-22.**

A bargaining survey to all members will be developed and deployed sometime in May. LBUSD is receiving "one-time" money for opening before April 1, 2021. It is highly probable Governor Newsom will face a recall election in November. Keeping that in mind, it is highly unlikely we will face any further closures of schools or the economy. On the other hand the "May Revise" which is the governor's proposal for the State's budget, including education apportionment. I would imagine the governor will make education funding a priority in order to keep his job, which **may** bring in more resources to bargain over. Unless there is a radical drop in enrollment, we will be pushing to increase the salary schedules. "One-time" money is always appreciated, but having salary schedules increased in perpetuity is better, particularly for our members who will be retiring soon.

K-12 Appendix D – National Board Certification (*current language italicized – new language in bold and yellow.*

2. Applicants must possess a baccalaureate degree **and clear credential** from an accredited institution, ~~and a clear credential~~ and have at least three years of successful classroom teaching experience as regular contract teacher, **and be a regular contract permanent teacher or a teacher with a specialize contract for a least five (5) consecutive years.**

6. The initial assessment fee for National Board Certification is approximately \$2,200 **\$2,275.**

K-12 & CDC – Head Start Appendix F – Sick Leave Donation Program

Guidelines for Donor Participants

2. ~~Employees who are not members of the bargaining unit may also donate to the employee who is in need of extended sick leave, but under the provision of this program, employees who are not members of the bargaining unit will not be eligible to draw such leave.~~

TENTATIVE AGREEMENT – FREQUENTLY ASKED QUESTIONS

IS THE 1% SALARY INCREASE FOR 2019-20 RETROACTIVE TO JULY 1ST, 2019? Yes.

IS THE 2% SALARY INCREASE FOR 2020-21 RETROACTIVE TO JULY 1ST, 2020? Yes.

DOES LAST SUMMER’S TRAINING FOR CANVAS INCLUDE THE 2% OFF SCHEDULE? Yes

DOES THE SALARY INCREASE & OFF SCHEDULE PAYMENTS APPLY TO ALL SALARY SCHEDULES, ANNUAL CAREER INCREMENTS, RATES OF PAY, AND STIPENDS? Yes

WHEN WILL WE GET OUR RETRO CHECK? If the Tentative Agreement is ratified by the TALB membership, the District reports they intend to get the salary schedules and retro pay for compensation on schedule by the end of this school year. IF the tentative agreement is ratified, LBUSD Board of Education members must approve the agreement as well. Once everyone signs off, then LBUSD payroll will set out to provide the increases in compensation. Ideally by June. We will update the membership with dates as they become available. In order for bargaining unit members to receive their “off-schedule 2% increase, the current fiscal year must close on June 30, 2021. Payroll then looks at all of the work you have performed on salary or in any other capacity from July 1, 2020 through June 30, 2021. Perhaps the September payday will include the 2% off schedule. Specific dates will be provided after ratification.

WHO IS ON THE TALB BARGAINING TEAM? Bargaining Chair: Corrin Hickey – Lakewood H.S., Bargaining Members: Mark Ennen – Newcomb K-8, Donna Gerren – Roosevelt E.S. & Herrera E.S., Gerry Morrison – McBride HS, Maritza Summers – Mann E.S., Kevin Quinn – Edison E.S., John Solomon – MacArthur E.S., Sybil Baldwin – CDC, Maria Garcia – Head Start.

WHAT WILL HAPPEN IF THE TALB MEMBERSHIP REJECTS THE TENTATIVE AGREEMENT? The terms of the Tentative Agreement won’t take effect and we will return to the bargaining table and continue negotiations.

SHOULD I VOTE IN FAVOR OF THE TENTATIVE AGREEMENT? Each TALB member must make their own assessment on how to vote, but we strongly encourage every member to vote. The Bargaining Team recommends a **YES** vote on the agreement. The TALB Executive Board recommends a **YES** vote on the agreement.

Calendar for Ratification

General Membership Meetings to discuss the Tentative Agreement - Question & Answer with your bargaining team, TALB leadership and staff via Zoom (Invites will be sent out to your personal email address.)

Tuesday, March 30th @ 5:00 p.m.

Wednesday, March 31st @ 6:00 p.m. & 7:00 p.m.

Thursday, April 1st @ 5:00 p.m.

Monday, April 12th @ 5:00 p.m.

Tuesday, April 13th @ 5:30 p.m.

Voting on the Tentative Agreement Begins (Electronic Voting through Simply Voting)

Do we have your personal e-mail? That is where your ballot will be sent.

Voting begins, Wednesday, April 14th Friday through April 16 @ 4:30

Results announced shortly after and will be on the website at www.talb.org

CDC – Head Start members will vote for changes in their contract.

ETK-12 members will vote for changes in their contract.