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APPENDIX E

Structured Leadership Roles

The Long Beach Unified School District and the Teachers Association of Long Beach agree that a variety of structured leadership roles shall be made available to bargaining unit members. Structured leadership roles allow classroom teachers opportunities to draw on their expertise in curriculum and instruction and to develop and hone leadership skills that enhance their abilities to share this knowledge with colleagues. The District and the Association agree to support these structured leadership positions which are described in this memorandum, the procedures for selection of candidates for these positions, the monitoring and assessment of individual performance, and the determination of limits on the length of time that an incumbent may be assigned to such a position.

Curriculum, Instruction, and Professional Development

The Office of Curriculum, Instruction, and Professional Development offer several positions in the areas of curricular and/or instructional leadership. These positions are designated as either Curriculum Leaders. Certain positions are fifty (50) percent positions and the remainder of these individuals' workdays shall be spent as classroom teachers. Individuals serving in a fifty (50) percent position shall not be provided a conference period as part of the assignment. Other individuals shall be assigned on a one hundred (100) percent basis. Determination as to whether a position shall be fifty (50) percent or one hundred (100) percent shall be made by the Assistant Superintendent for Curriculum, Instruction, and Professional Development. Responsibilities of Curriculum Leaders are identified and listed on the attached job descriptions. Selection of candidates, and monitoring and assessment of individual performance shall be conducted by the Assistant Superintendent of Curriculum, Instruction, and Professional Development or his/her designee. The continuation of a candidate in this type of position shall be reviewed and determined on an annual basis by the Assistant Superintendent of Curriculum, Instruction, and Professional Development.

Teachers serving in any of the structured leadership roles identified in this memorandum shall be compensated according to the provisions of Schedule V in the Certificated Non-Management Salary Schedules.

The positions listed below are Curriculum Leader assignments. The number of positions and the specific content areas of expertise may be reviewed, modified, eliminated, or expanded by the Assistant Superintendent of Curriculum, Instruction and Professional Development based on the needs of the District.

1. Science/Step C
2. World Language/Step C
3. Physical Education/Step C
4. Art (50 percent)/Step C
5. Music (50 percent)/Step C
6. Education Technology Step C
7. Health (50 percent)/Step C

- 1 8. History/Social Science/StepC
- 2 9. Special Education/Step C
- 3 10. Library Services/ Step C
- 4 11. College and Career Readiness/Step C
- 5

6 In addition to their regular teaching salary, teachers in these positions receive a stipend in the
7 amount indicated in Step C in the Salary Schedule V.

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9 Special Education Leadership Positions

10 The office of the Assistant Superintendent, Special Education provides a variety of leadership
11 opportunities to teachers in this specific area. At the senior high schools and middle schools
12 leadership roles have been performed by designated department heads.

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14 The Teachers Association and the Long Beach Unified School District shall jointly review the
15 success of structured leadership role assignments on an annual basis. Recommendation for
16 refinement of procedures and modifications in policy will be forwarded to the Assistant
17 Superintendent of Special Education.

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23 Ratified 12.11.15

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