

ARTICLE II

**Recognition of Exclusive Representative**

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5 A. **ASSOCIATION RECOGNIZED.** The District recognizes the Association as the sole and  
6 exclusive bargaining agent for the certificated employees as certified by the Educational  
7 Employment Relations Board (EERB) (LA-R-47, LA-R-113) on December 19, 1977, and  
8 occupying classes listed below.  
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- 10 B. **CERTIFICATED K-12 EMPLOYEES UNIT SHALL INCLUDE:** All regular  
11 certificated employees under contract including classroom, JROTC, CTE, specialist teachers,  
12 Speech Language Pathologist, Special Day Class Preschool teachers, Transitional  
13 Kindergarten teachers, and program facilitators, nurses, librarians, school and guidance  
14 counselors, psychologists, and retired teachers who continue to receive State Teachers  
15 Retirement System benefits and who return to classroom service under selected Education  
16 Code provisions.  
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- 18 C. **CERTIFICATED K-12 EMPLOYEES UNIT SHALL EXCLUDE:** All Head  
19 counselors, Head Psychologists, Child Development Center teachers, Head Start teachers,  
20 substitute teachers, part-time hourly teachers, and management, supervisory, and  
21 confidential employees.  
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- 23 D. **TEACHER DEFINED.** “Teacher” refers to any certificated employee who is included in  
24 the appropriate unit as defined in Section A. above and therefore covered by the terms and  
25 provisions of this Agreement.  
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- 27 E. **BOARD OF EDUCATION RECOGNIZED.** The Association, in turn, recognizes the  
28 Board of Education of the Long Beach Unified School District as the duly elected  
29 representatives of the people and agrees to negotiate exclusively with the District's  
30 representatives through the provisions of the Educational Employment Relations Act.  
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- 32 F. **TEMPORARY CONTRACT EMPLOYEES.** It is the intent of the District that temporary  
33 contract employees with satisfactory performance evaluations be offered regular contracts as  
34 soon as possible. Factors contributing to the District’s decision to offer a regular contract to  
35 a temporary contract employee shall include but not be limited to: temporary funding  
36 sources: projected enrollment growth or decline; projected numbers of leaves of absence;  
37 credential status; complete employment file; permanent residency status; first-aid  
38 requirements; recommendation of immediate supervisor.  
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