

MEMORANDUM OF UNDERSTANDING – K-12 & CDC/HEAD START
BETWEEN LONG BEACH UNIFIED SCHOOL DISTRICT (LBUSD) AND
TEACHERS ASSOCIATION OF LONG BEACH (TALB)
LIMITED TEMPORARY TRANSFER PROCESS CHANGES

April 5, 2023

The Teachers Association of Long Beach and the Long Beach Unified School District support the development of a diverse and inclusive highly qualified workforce that is reflective of our students and community.

In an effort to support a diverse and inclusive workforce, the Teachers Association of Long Beach and the Long Beach Unified School District hereby agree to a pilot which includes the following changes in the implementation of the Transfer Process.

1. A “Vacancy” is defined as an open classroom position which the District intends to fill.
2. All eligible bargaining unit members interested in a GATE opening must indicate their intent on the transfer application. “Specialized positions” as noted in Article VIII, Section A.4.b will follow the vacancy guidelines outlined below:
 - a. Vacancies at all elementary sites that were a non-GATE position in the current year would go through the normal transfer process outlined in Article VIII.
 - b. Vacancies at all elementary sites that were GATE positions in the current year would be flown as specialized positions as noted in Article VIII, Section A.
3. Vacancies due to retirement, resignation, or transfers will not be subject to Article VIII, Section B. These vacancies shall be posted in each school no later than March 15. Postings shall be sent to the TALB Office, to each school site for posting on a designated bulletin board in the faculty lounge, and posted on the District’s website. Updates of current openings will be posted in March, April and May.

All eligible bargaining unit members who request a transfer to a vacant position at one of the mutually selected elementary sites will be given the opportunity to apply for these vacant positions. Site interview teams, comprised of a majority of unit members, shall provide recommendations for consideration TK – 12 to the site administrator. The site administrator shall make the final recommendations for consideration to the District Transfer Committee(s).

4. The District and TALB shall reconvene in the first semester of the 2023-2024 school year to review the impact and data.

These changes remain in effect through the 2023-2024 school year.

Signatures:

For TALB:

Corrin Hickey
TALB – Lead Negotiator

Date


Dr. Christine Kelly
TALB – President

Date

For the District:



Steven Rockenbach
Director of Employee Relations and Ethics



Date