

MEMORANDUM OF UNDERSTANDING – K-12
BETWEEN LONG BEACH UNIFIED SCHOOL DISTRICT (LBUSD) AND
TEACHERS ASSOCIATION OF LONG BEACH (TALB)
IMPLEMENTATION OF TRANSFER PROCESS CHANGES
February 26, 2024

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 the process outlined below that guides the implementation of changes to the transfer process, outlined in Article VIII, Section E.1.e., approved as part of the 2023-2024 contract negotiations:

1. TALB and the District will meet yearly, prior to February 28, to mutually select up to ten (10) elementary schools (elementary grades at K-8 schools) that will adhere to the adjusted transfer process. Prior to implementation of this MOU, the District will survey teachers, who have selected two or more demographic areas, to voluntarily disclose their individual demographics.
2. Sites will be identified based on staff demographics and student demographics. Key metrics to be used for selection shall include:
 - a. Students account for 10% of a site's population in any demographic category and no teachers on staff are from the corresponding demographic category.
 - b. Thirty (30) percentage point differential between one or more individual student demographic categories and corresponding staff demographic categories.
 - c. In the event more than ten (10) schools meet one of the two categories outlined in category 2.a or 2.b, selection shall be based on sites who meet the prioritized criteria listed below:
 - i. Meet both criteria outlined in category 2.a and 2.b.
 - ii. Meet criteria 2.a.
 - iii. Have two or more student groups meeting either category 2.a or 2.b.

iv. Have the largest percentage discrepancy in any single demographic category.

3. In the event there are no applicants for a designated transfer position at the mutually selected schools referenced above, the position will be subject to the standard transfer and assignment process outlined in Article VIII.
4. The District and TALB shall reconvene prior to the school year's end and in the first semester of each school year to review the impact and data regarding specific assignments outlined in Article VIII, Section E.1.e.

This MOU remains in effect through June 30, 2025. The District and TALB agree to meet and review the renewal of this MOU annually in subsequent years.

Signatures:

For TALB:

Corrin Hickey
TALB – Lead Negotiator

Date

Gerry Morrison
TALB – President

Date

For the District:

Steven Rockenbach
Director of Employee Relations and Ethics

Date