

MEMORANDUM OF UNDERSTANDING – K-12
BETWEEN LONG BEACH UNIFIED SCHOOL DISTRICT (LBUSD) AND
TEACHERS ASSOCIATION OF LONG BEACH (TALB)

Retention-Recruitment Incentives for CDC and Head Start Contracted Teachers

May 17, 2024

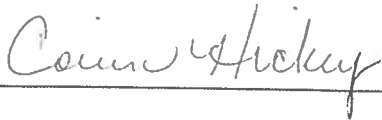
The Teachers Association of Long Beach and the Long Beach Unified School District support the recruitment and retention of CDC and Head Start Teachers. In an effort to maintain a highly qualified workforce, the Teachers Association of Long Beach and the Long Beach Unified School District hereby agree to the process outlined below to guide the implementation of Recruitment-Retention Incentives for the 2024-25 school year.:

1. Retention Incentives:
 - A one time compensation for full-time 24-25 special contract and permanent contract HS and CDC certificated staff
 - The incentive of \$1,000 is designed to recognize and reward long-term commitment. Participants will receive \$1,000 if they enter into a special contract for the 2024-25 school year, or continue with permanent contract status for the 2024-25 school year.
2. Recruitment Incentives:
 - The \$1,000 incentive amount is designed to attract highly qualified educators who agree to work for CDC or Head Start during the 2024-25 school year.
3. All eligible teachers will receive detailed communication regarding the incentives.
4. Eligible teachers must sign their 2024-25 contract no later than September 15, 2024 to receive the identified incentive.

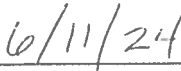
This MOU remains in effect through June 30, 2024-2025, and thereafter these guidelines may be extended by mutual written agreement of the District and TALB.

Signatures:


For TALB:



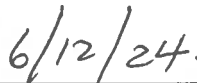
Corrin Hickey
TALB – Lead Negotiator



Date



Gerry Morrison
TALB – President



Date

For the District:

Steven Rockenbach
Director of Employee Relations and Ethics

Date