

MEMORANDUM OF UNDERSTANDING

BETWEEN LONG BEACH UNIFIED SCHOOL DISTRICT (LBUSD) AND

TEACHERS ASSOCIATION OF LONG BEACH

Guidelines for Additional Hourly Pay for Yearly Mandated Training

August 16, 2024

The Long Beach Unified School District (“District”) and the Teachers Association of Long Beach (“TALB”) enter into this Memorandum of Understanding (“MOU”) and agree to the following guidelines for earning **Additional Hourly Pay for Yearly Mandated Training** beginning immediately for the 2024-2025 School Year.

The following guidelines will be used to support the implementation of Stipend Pay for Yearly Mandated Training:

- A. All teachers will be eligible to earn additional pay to complete yearly mandated training modules required by local, state and federal law/policy.
 - Teachers in the bargaining unit will be paid **two (2) hours of additional pay** to complete all assigned modules including Suicide Prevention, Mandated Reporting, Bully Prevention, Title IX, Cybersafety, and Required Notices and Board Policies.
 - Teachers are required to complete Sexual Harassment Training every other year. Those required to complete the training this year and do so outside of the duty day, can earn **one (1) additional hour of pay**. Those who completed the training in 2023-24, should not complete this module.
- B. There is flexibility in the days and times chosen to complete the training, due to the training being asynchronous (on-line) and at the employee’s pace.
- C. To be eligible for hourly additional pay, employees must complete the training outside of work hours and no later than **December 1, 2024**.
- D. Both parties agree to the following hourly rates of pay for all participants including full time employees:
 - Teachers will be paid at the teacher hourly extra compensation rate (J Assignment)
 - All other represented certificated staff will be paid at their regular hourly rate.
 - All hourly additional pay is subject to required state and federal deductions.
 - All employees will be paid on December 31, upon verification of the completion of all of the yearly training modules.

The guidelines used to support the implementation of the **Additional Hourly Pay for Yearly Mandated Training** outlined in this MOU shall remain in effect until June 30, 2025, and thereafter

these guidelines may be extended by mutual written agreement of the District and TALB.

Approval:

TALB:

Gerry Morrison

Gerry Morrison – TALB President

08/22/24

Date

District:

STEVEN ROCKENBACH

Steven Rockenbach - Director Employee Relations and Ethics

08/22/24

Date

Signature: *Gerry Morrison*
Gerry Morrison (Aug 22, 2024 10:45 PDT)

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