

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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