



## EMPLOYEE RELATIONS SERVICES

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March 2, 2011

**Please Post**

To: All Principals  
CDC/Head Start Directors

From: *DE* Debra Ecung  
Director

Subject: Posting of District's Initial Bargaining Proposals with the Teachers  
Association of Long Beach (TALB), and  
  
Posting of TALB's Initial Bargaining Proposals with the District

Please note the attached Initial Bargaining Proposals from Long Beach Unified School District and the corresponding Board of Education Action for reopening contract negotiations.

As stated in the Board Action, mandated public hearings on these proposals are scheduled for the regular meeting of the Board of Education on March 15, 2011.

This is to confirm that, pursuant to Government Code: Section 3547, these proposals must be available for public study (aka "sunshining") for ten (10) working days prior to March 15, 2011.

**To this end, please post both the Information/Action and the Proposal page prominently at your sites through March 15, 2011.** Copies of these proposals will be available for public study in the main office at all elementary, middle, and high schools, the lobby of the administration building, and the office of the Assistant Secretary to the Board of Education. If a copy is requested, please make one available.

pc  
Enclosures

c: C. Steinhauser  
C. Dominguez  
K. Stallings  
R. Ashley  
J. Baker  
C. Jensen  
M. Webster  
K. Kahl  
P. Davis  
F. Gutierrez  
TALB

Board of Education  
Long Beach Unified School District

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SUBJECT: Initial Bargaining Proposals from  
the Long Beach Unified School District  
to Teachers Association of Long Beach,  
K-12 and CDC/Head Start Units

Enclosures: Two

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CATEGORY:	Superintendent's Items	Reason for Board Consideration:	Information
		Date:	March 1, 2011

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The Superintendent of Schools recommends for public review the attached Initial Bargaining Proposals for collective bargaining agreements presented by the Long Beach Unified School District ("DISTRICT") to the Teachers Association of Long Beach ("TALB") for the K-12 and CDC/Head Start bargaining unit members.

In compliance with Government Code, Section 3547, the public hearings on these proposals are scheduled for the regular meeting of the Board of Education on March 15, 2011.

Copies of these proposals will be available for public study in the main office of all elementary, middle, and high schools, the lobby of the administration building, and the office of the Assistant Secretary to the Board of Education.

pc  
Attachments

Prepared by:

Approved and recommended:

Debra Ecung  
Director, Employee Relations

Christopher Steinhauser  
Superintendent of Schools

**LONG BEACH UNIFIED SCHOOL DISTRICT**  
**GOVERNING BOARD INITIAL PROPOSAL**

**CERTIFICATED BARGAINING**

**K-12 UNIT**

**2010-2011 NEGOTIATIONS**

The Governing Board for the Long Beach Unified School District (“District”) submits this initial proposal to the Teachers Association of Long Beach (“TALB”) for the 2010-2011 negotiations. The Board proposes to maintain the provisions of the current certificated collective bargaining agreement except as modified below:

**ARTICLE VI: COMPENSATION**

- A.1. Implement salary reductions to address the state fiscal crisis and its impact on the District. Such salary reductions would include one or more of the following options: Reducing salary schedules, freezing step/column advancement, implementing work day furloughs, modifying and/or reducing stipends and extra hourly compensation.
- B.1. Discuss limitations on District’s health and welfare benefit contributions for eligible unit members.
- B.2. Implement cost containment options to reduce health and welfare benefit costs, including plan design changes and reviewing health provider alternatives. Clarify that medical benefits of retirees reflect the negotiated changes of active employees including but not limited to any cost sharing arrangement.

**Appendix B: Salaries**

Address and modify changes throughout Appendix B to reflect current practice which impacts the compensation of employees including but not limited to the submission of the Request for Exceptions and the submission of official transcripts in order to advance on the salary schedule.

**ARTICLE X: CLASS SIZE AND STAFFING RATIOS**

- A. Increase general education class sizes while addressing the budgetary impact.

Increase class size maximum for PACE and CIC.

Modify language pertaining to Class Size Reduction consistent with funding levels.

Class Size Reduction: Eliminate 20:1 ratio due to reduction of State funding.

- C. Increase the time lines for addressing excess class sizes.
- F. Increase special education class size average maximum.
- G.7. Delete allocation for school nurse clerical assistance.

**APPENDIX D: NATIONAL BOARD CERTIFICATION**

Review the entire Memorandum of Understanding between the Long Beach Unified School District and the Teachers of Long Beach regarding National Board Certification (NBC) which was ratified on August 17, 1999.

Add language which stipulates that National Board Certificate teachers must receive and maintain a satisfactory rating in all areas on the final evaluation in order to be eligible for any additional stipends associated with being a National Board Certified teacher.

Explore the possibility of adding limits to the number of participants for the NBC program including pre-candidacy and those who advance to the candidacy phase.

**LONG BEACH UNIFIED SCHOOL DISTRICT**

**GOVERNING BOARD INITIAL PROPOSAL**

**CERTIFICATED BARGAINING**

**CHILD DEVELOPMENT CENTER/HEAD START UNIT**

**2010-2011 NEGOTIATIONS**

The Governing Board for the Long Beach Unified School District (“District”) submits this initial proposal to the Teachers Association of Long Beach (“TALB”) for the 2010-2011 negotiations. The Board proposes to maintain the provisions of the current certificated collective bargaining agreement except as modified below:

**ARTICLE VI: COMPENSATION**

- A.1. Implement salary reductions to address the state fiscal crisis and its impact on the District. Such salary reductions would include one or more of the following options: Reducing salary schedules, freezing step/column advancement, implementing work day furloughs, modifying and/or reducing stipends and extra hourly compensation.
- B.1. Discuss limitations on District’s health and welfare benefit contributions for eligible unit members.
- B.2. Implement cost containment options to reduce health and welfare benefit costs, including plan design changes and reviewing health provider alternatives. Clarify that medical benefits of retirees reflect the negotiated changes of active employees including but not limited to any cost sharing arrangement.

**Appendix B: Salaries**

Address and modify changes throughout Appendix B to reflect current practice which impacts the compensation of employees.

**ARTICLE V: DAYS AND HOURS OF EMPLOYMENT**

- A.1. Discuss a reduction in the work year for selected Coordinating Teacher positions.
  - C.1. Modify the work day for CDC teachers.
- New: Add language to create a new section specific to the work week and work day for Head Start teachers including a modification of the duty-free lunch period to thirty (30) minutes.

**ARTICLE XVII: TERM OF AGREEMENT**

Extend the collectively bargained Agreement by three (3) additional years from July 1, 2012 through June 30, 2015 with limited reopeners for two (2) articles selected by each party.

Board of Education  
Long Beach Unified School District

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SUBJECT: Initial Bargaining Proposals from the  
Teachers Association of Long Beach (TALB),  
K-12 and CDC/Head Start

Enclosures: Two

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CATEGORY: Superintendent's Items

Reason for Board

Consideration:

Information

Date:

March 1, 2011

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**Background:**

The District has received the Initial Bargaining Proposals from the Teachers Association of Long Beach (TALB) to negotiate the successor Collective Bargaining Agreements for both K-12 and Child Development Centers/Head Start.

In compliance with Government Code, Section 3547, the public hearings on these proposals are scheduled for the regular meeting of the Board of Education on March 15, 2011.

Copies of these proposals will be available for public study in the main office of all elementary, middle, and high schools, the lobby of the administration building, and the office of the Assistant Secretary to the Board of Education.

**Recommendation:**

The Superintendent of Schools recommends for public review the attached Initial Bargaining Proposals for Collective Bargaining Agreements presented by the Teachers Association of Long Beach.

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Attachments

Prepared by:

Approved and recommended:

Debra Ecung  
Director, Employee Relations

Christopher Steinhauser  
Superintendent of Schools



## Teachers Association of Long Beach, CTA/NEA

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Web Site: [www.talb.org](http://www.talb.org)



February 24, 2011

Chris Steinhauser, Superintendent  
Long Beach Unified School District  
1515 Hughes Way  
Long Beach, CA 90810

RE: Contract Negotiations

Dear Superintendent Steinhauser,

I write to provide the Board of Education with TALB's initial contract reopener proposals. In your role as Secretary to the Board, please transmit this cover letter and the attached document ("Reopener Contract Proposals") to the Board of Education at your convenience. Also, please place both documents on the public School Board agenda for public review and comment.

Your consideration in this matter is appreciated.

Sincerely,

A handwritten signature in cursive script that reads "Barry Welsch".

Barry Welsch  
TALB Bargaining Chair & Jordan High School U.S. Government Teacher

c: Michael Day, TALB President  
Joe Boyd, TALB Executive Director  
Chris Callopy, TALB Asst. Executive Director  
Debra Ecung, LBUSD ERS Director

Attachment (1)



## Teachers Association of Long Beach, CTA/NEA

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### Teachers Association of Long Beach, CTA/NEA

#### Reopener Contract Proposals

February 24, 2011

*The Teachers Association of Long Beach (TALB) hereby makes the following proposals to modify the existing agreements for K-12 and CDC/Head Start, consistent with the reopener agreement between the parties. Where there are no proposals made, it is the intent to the Association to maintain the contract in current form. Absent final agreement to modify the Contract, the existing Contract language will remain in effect. These proposals are made in conceptual format in order to provide the parties with the ability to engage in productive discussions leading to satisfactory mutual agreement between TALB and the LBUSD.*

*All agreements reached on individual items shall be pending a final tentative agreement on the entire contract, unless the parties stipulate otherwise. All proposals and agreements, unless noted otherwise or mutually agreed upon, are applicable for the K-12 and the CDC/Head Start Agreements.*

Article VI Compensation: Final agreement to reflect the quality teaching provided in “America’s best urban school district” by providing that teachers, nurses, and librarian remuneration & health benefits are the highest priority for the LBUSD; allowing the LBUSD to retain and recruit the highest quality staff and provide the best possible education for students.

Article IV – Association Rights: TALB proposes to work with the District to reach agreement on a comprehensive Shared Decision Making reform model that will provide teachers, parents, and community members at school sites with meaningful and measurable input into the direction of their local schools.

Article V – Days and Hours of Employment: TALB proposes to work with the District to modify existing language in order to place more focus on student/classroom instructional duties.