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ARTICLE II

Recognition of Exclusive Representative

- A. **ASSOCIATION RECOGNIZED.** The District recognizes the Association as the sole and exclusive bargaining agent for the certificated employees as certified by the Educational Employment Relations Board (EERB) (LA-R-47, LA-R-113) on December 19, 1977, and occupying classes listed below.
- B. **CERTIFICATED K-12 EMPLOYEES UNIT SHALL INCLUDE:** All regular certificated employees under contract including classroom, JROTC, ROP, specialist teachers, and program facilitators, nurses, librarians, and retired teachers who continue to receive State Teachers Retirement System benefits and who return to classroom service under selected Education Code provisions.
- C. **CERTIFICATED K-12 EMPLOYEES UNIT SHALL EXCLUDE:** All school counselors, guidance counselors, psychological services specialists, Child Development Center teachers, Head Start teachers, substitute teachers, part-time hourly teachers, and management, supervisory, and confidential employees.
- D. **TEACHER DEFINED.** "Teacher" refers to any certificated employee who is included in the appropriate unit as defined in Section A. above and therefore covered by the terms and provisions of this Agreement.
- E. **BOARD OF EDUCATION RECOGNIZED.** The Association, in turn, recognizes the Board of Education of the Long Beach Unified School District as the duly elected representatives of the people and agrees to negotiate exclusively with the District's representatives through the provisions of the Educational Employment Relations Act.
- F. **TEMPORARY CONTRACT EMPLOYEES.** It is the intent of the District that temporary contract employees with satisfactory performance evaluations be offered regular contracts as soon as possible. Factors contributing to the District's decision to offer a regular contract to a temporary contract employee shall include but not be limited to: projected enrollment growth or decline; projected numbers of leaves of absence; credential status; completion of bilingual certification obligation; completion of Language Development Specialist (LDS) or Cross-Cultural Language and Academic Development (CLAD) certification obligation (if employed July 1992 or after); complete employment file; permanent residency status; first-aid requirements; recommendation of immediate supervisor.