



Teachers Association of Long Beach, CTA/NEA

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March 29, 2010

Mary Stanton, President
Board of Education
Long Beach Unified School District
1515 Hughes Way
Long Beach, CA 90810

Dear President Stanton,

I write to express concerns regarding the District's conduct of the teacher layoff process. There have been several failures relative to this process, some of which are ongoing, as follows:

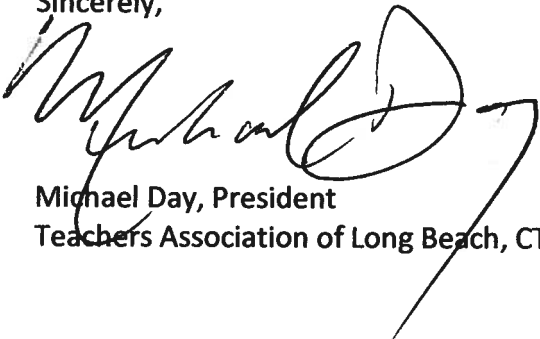
1. To date, over 1,000 certificated layoff notices have been issued by the LBUSD. This number exceeds the authorization provided by the School Board. A layoff of this magnitude was never discussed by the Board in public session. TALB was provided with no notice of the number of layoffs until the day the notices were issued. The District is needlessly putting hundreds of teachers through this process for absolutely no reason, causing stress; loss of vacation time for off track teachers; and costing tens of thousands of dollars in substitute costs.
2. The District has issued 4.5% of all layoff notices in the State of California. While other School Districts are averaging notices to about 7% of their teaching staff, the LBUSD has noticed approximately 20% of the teaching staff in our schools.
3. Several teachers who received layoff notices were never surveyed regarding the accuracy of their seniority date and/or credentials; or they were surveyed at the last minute. They were denied the time afforded to others to review their files, resulting in discriminatory treatment and errors in the seniority list.
4. The District continues to issue a modified seniority list on almost a weekly basis. This is causing incredible confusion and frustration among teachers. As soon as someone makes progress attempting to determine the accuracy of their layoff notice relative to others on the list, the District pulls the rug out and issues a new list. The District's entire basis for the layoff order is jeopardized by the failure to maintain an accurate seniority list.
5. Teachers who received layoff notices at one point reported they were told they had to pay \$20 hourly to research their files (this charge was subsequently withdrawn) and are now being charged for copies of documents necessary for their records.

6. Teachers report that they were given a Sunday, March 28, deadline to request a substitute for the April 12 hearing. Yet in many cases, they were not told of the deadline until Friday, March 26. Any teacher who requested a hearing must be granted a substitute and the District's arbitrary deadlines are not a valid reason to deny attendance at the hearing.
7. Employees were sent documents with a short deadline for the return of the "Notice of Defense". Yet, in many cases they were not given the documents until after the date on the documents resulting in only a few days or no time at all to return the "Notice of Defense." Any teacher who returns the Notice of Defense late as a result of the District's inconsistent distribution of documents should not be penalized.
8. In the midst of layoffs and other critical matters that require attention, the School Board has one scheduled "public session" meeting between March 2 and April 20. That one meeting was rescheduled and coincidentally fell on the same night as Elementary Open House, denying the public and elementary teachers (one of the groups hardest hit by the layoff) the opportunity to address the School Board.

These actions are serving to undermine the good faith the District has built over the years with employees and the community. I urge you to please start to ask a few questions about these issues and others; hold regular meetings at the customary times so the School Board is available to the public; and work with teachers and the community to get through these difficult times.

Your service to our community and consideration of our concerns is appreciated.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael Day", with a large, stylized flourish extending from the end of the signature.

Michael Day, President
Teachers Association of Long Beach, CTA/NEA

cc: Jon Meyer, School Board Member
John McGinnis, School Board Member
Felton Williams, School Board Member
David Barton, School Board Member
Chris Steinhauser, Superintendent