

**Los Angeles County Office of Education
Division of Business Advisory Services**

**PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
in accordance with AB 1200 (Chapter 1213/Statutes 1992), AB 2756 (Chapter 52/Statutes 2004), GC 3547.5**

Name of School District: Long Beach Unified School District
 Name of Bargaining Unit: Teachers Association of Long Beach K-12 and CDC/Head Start
 Certificated, Classified, Other: Certificated

The proposed agreement covers the period beginning: July 1, 2015 and ending: June 30, 2016
 (date) (date)

The Governing Board will act upon this agreement on: January 6, 2016
 (date)

Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.

A. Proposed Change in Compensation

Bargaining Unit Compensation All Funds - Combined		Fiscal Impact of Proposed Agreement (Complete Years 2 and 3 for multiyear and overlapping agreements only)			
		Annual Cost Prior to Proposed Settlement	Year 1 Increase/(Decrease) 2015-16	Year 2 Increase/(Decrease) 2016-17	Year 3 Increase/(Decrease) 2017-18
1.	Salary Schedule Including Step and Column	\$ 305,945,180	\$ 15,297,259		
			5.00%	0.00%	0.00%
2.	Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.				
	Description of Other Compensation				
3.	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 43,321,831	\$ 2,166,090		
			5.00%	0.00%	0.00%
4.	Health/Welfare Plans	\$ 69,984,174		\$ (367,846)	\$ (367,846)
			0.00%	-0.53%	-0.53%
5.	Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5	\$ 419,251,185	\$ 17,463,349	\$ (367,846)	\$ (367,846)
			4.17%	-0.08%	-0.08%
6.	Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	3,653.00			
7.	Total Compensation <u>Average</u> Cost per Bargaining Unit Employee	\$ 114,769	\$ 4,781	\$ (101)	\$ (101)
			4.17%	-0.08%	-0.08%

Long Beach Unified School District
Teachers Association of Long Beach K-12 and CDC/Head Start

8. What was the negotiated percentage change? For example, if the change in "Year 1" was for less than a full year, what is the annualized percentage of that change for "Year 1"?

5% Salary increase, retroactive to July 1, 2015

9. Were any additional steps, columns, or ranges added to the salary schedules? (If yes, please explain.)

No

10. Please include comments and explanations as necessary. (If more room is necessary, please attach an additional sheet.)

District to participate in the National Formulary effective July 1, 2016

11. Does this bargaining unit have a negotiated cap for Health and Welfare Yes No

If yes, please describe the cap amount.

The cap is based on 2013 PPO rates at each tier with a 3.5% annual escalator starting in 2014.

B. Proposed negotiated changes in noncompensation items (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

Changes to Maternity/Paternity leave pursuant to Ed Code section 44977.5, structured leadership roles and District internet and electronic mail guidelines.

C. What are the specific impacts (positive or negative) on instructional and support programs to accommodate the settlement? Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff, etc.)

None

Long Beach Unified School District
Teachers Association of Long Beach K-12 and CDC/Head Start

D. What contingency language is included in the proposed agreement (e.g., reopeners, etc.)?

E. Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc.

None

F. Source of Funding for Proposed Agreement:

1. Current Year

Funding will come from ongoing resources, including LCFF resources and categorical funds.

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years?

Funding will come from ongoing resources, including LCFF resources and categorical funds.

3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effects in meeting obligations.)

This is a single year agreement.

Long Beach Unified School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Unrestricted General Fund**

Bargaining Unit: Teachers Association of Long Beach K-12 and CDC/Head Start

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (1st Interim Report)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
LCFF Revenue 8010-8099	\$ 664,532,606		\$ -	\$ 664,532,606
Federal Revenue 8100-8299	\$ 401,543		\$ -	\$ 401,543
Other State Revenue 8300-8599	\$ 53,545,632		\$ -	\$ 53,545,632
Other Local Revenue 8600-8799	\$ 10,718,305		\$ -	\$ 10,718,305
TOTAL REVENUES	\$ 729,198,086		\$ -	\$ 729,198,086
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 282,806,230	\$ 11,879,273		\$ 294,685,503
Classified Salaries 2000-2999	\$ 71,838,128			\$ 71,838,128
Employee Benefits 3000-3999	\$ 132,151,479	\$ 1,682,104		\$ 133,833,583
Books and Supplies 4000-4999	\$ 25,647,387		\$ -	\$ 25,647,387
Services, Other Operating Expenses 5000-5999	\$ 55,944,907		\$ -	\$ 55,944,907
Capital Outlay 6000-6999	\$ 2,565,855		\$ -	\$ 2,565,855
Other Outgo 7100-7299 7400-7499			\$ -	\$ -
Indirect/Direct Support Costs 7300-7399	\$ (9,054,509)		\$ -	\$ (9,054,509)
TOTAL EXPENDITURES	\$ 561,899,477	\$ 13,561,377	\$ -	\$ 575,460,854
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ 2,700,000	\$ -	\$ -	\$ 2,700,000
Transfers Out and Other Uses 7600-7699	\$ 4,000,000	\$ -	\$ -	\$ 4,000,000
Contributions 8980-8999	\$ (95,209,626)	\$ (2,622,298)	\$ -	\$ (97,831,924)
OPERATING SURPLUS (DEFICIT)*	\$ 70,788,983	\$ (16,183,675)	\$ -	\$ 54,605,308
BEGINNING FUND BALANCE				
9791	\$ 90,245,079			\$ 90,245,079
Prior-Year Adjustments/Restatements 9793/9795				\$ -
ENDING FUND BALANCE	\$ 161,034,062	\$ (16,183,675)	\$ -	\$ 144,850,387
COMPONENTS OF ENDING BALANCE:				
Nonspendable Amounts 9711-9719	\$ 1,906,650	\$ -	\$ -	\$ 1,906,650
Restricted Amounts 9740				
Committed Amounts 9750-9760	\$ 56,300,000	\$ -	\$ -	\$ 56,300,000
Assigned Amounts 9780		\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ 16,160,065	\$ 339,393	\$ -	\$ 16,499,458
Unassigned/Unappropriated Amount 9790	\$ 86,667,347	\$ (16,523,068)	\$ -	\$ 70,144,279

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Long Beach Unified School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Restricted General Fund**

Bargaining Unit: Teachers Association of Long Beach K-12 and CDC/Head Start

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (1st Interim Report)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
LCFF Revenue 8010-8099	\$ -		\$ -	\$ -
Federal Revenue 8100-8299	\$ 57,779,589		\$ -	\$ 57,779,589
Other State Revenue 8300-8599	\$ 70,438,378		\$ -	\$ 70,438,378
Other Local Revenue 8600-8799	\$ 12,869,660		\$ -	\$ 12,869,660
TOTAL REVENUES	\$ 141,087,627		\$ -	\$ 141,087,627
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 82,694,995	\$ 2,985,549	\$ -	\$ 85,680,544
Classified Salaries 2000-2999	\$ 40,184,640	\$ -	\$ -	\$ 40,184,640
Employee Benefits 3000-3999	\$ 47,745,175	\$ 422,754	\$ -	\$ 48,167,929
Books and Supplies 4000-4999	\$ 20,407,927		\$ -	\$ 20,407,927
Services, Other Operating Expenses 5000-5999	\$ 42,313,282		\$ -	\$ 42,313,282
Capital Outlay 6000-6999	\$ 788,338		\$ -	\$ 788,338
Other Outgo 7100-7299	\$ 200,000		\$ -	\$ 200,000
7400-7499				
Indirect/Direct Support Costs 7300-7399	\$ 7,769,418		\$ -	\$ 7,769,418
TOTAL EXPENDITURES	\$ 242,103,775	\$ 3,408,303	\$ -	\$ 245,512,078
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
Contributions 8980-8999	\$ 95,209,626	\$ 2,622,298	\$ -	\$ 97,831,924
OPERATING SURPLUS (DEFICIT)*	\$ (5,806,522)	\$ (786,005)	\$ -	\$ (6,592,527)
BEGINNING FUND BALANCE 9791	\$ 24,894,488			\$ 24,894,488
Prior-Year Adjustments/Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 19,087,966	\$ (786,005)	\$ -	\$ 18,301,961
COMPONENTS OF ENDING BALANCE:				
Nonspendable Amounts 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted Amounts 9740	\$ 19,087,966	\$ (786,005)	\$ -	\$ 18,301,961
Committed Amounts 9750-9760				
Assigned Amounts 9780				
Reserve for Economic Uncertainties 9789		\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ -	\$ -	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Long Beach Unified School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Combined General Fund**

Bargaining Unit: Teachers Association of Long Beach K-12 and CDC/Head Start

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (1st Interim Report)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
LCFF Revenue 8010-8099	\$ 664,532,606		\$ -	\$ 664,532,606
Federal Revenue 8100-8299	\$ 58,181,132		\$ -	\$ 58,181,132
Other State Revenue 8300-8599	\$ 123,984,010		\$ -	\$ 123,984,010
Other Local Revenue 8600-8799	\$ 23,587,965		\$ -	\$ 23,587,965
TOTAL REVENUES	\$ 870,285,713		\$ -	\$ 870,285,713
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 365,501,225	\$ 14,864,822	\$ -	\$ 380,366,047
Classified Salaries 2000-2999	\$ 112,022,768	\$ -	\$ -	\$ 112,022,768
Employee Benefits 3000-3999	\$ 179,896,654	\$ 2,104,858	\$ -	\$ 182,001,512
Books and Supplies 4000-4999	\$ 46,055,314		\$ -	\$ 46,055,314
Services, Other Operating Expenses 5000-5999	\$ 98,258,189		\$ -	\$ 98,258,189
Capital Outlay 6000-6999	\$ 3,354,193		\$ -	\$ 3,354,193
Other Outgo 7100-7299	\$ 200,000		\$ -	\$ 200,000
7400-7499				
Indirect/Direct Support Costs 7300-7399	\$ (1,285,091)		\$ -	\$ (1,285,091)
TOTAL EXPENDITURES	\$ 804,003,252	\$ 16,969,680	\$ -	\$ 820,972,932
OTHER FINANCING SOURCES/USES				
Transfer In and Other Sources 8900-8979	\$ 2,700,000	\$ -	\$ -	\$ 2,700,000
Transfers Out and Other Uses 7600-7699	\$ 4,000,000	\$ -	\$ -	\$ 4,000,000
Contributions 8980-8999	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ 64,982,461	\$ (16,969,680)	\$ -	\$ 48,012,781
BEGINNING FUND BALANCE				
9791	\$ 115,139,567			\$ 115,139,567
Prior-Year Adjustments/Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 180,122,028	\$ (16,969,680)	\$ -	\$ 163,152,348
COMPONENTS OF ENDING BALANCE:				
Nonspendable Amounts 9711-9719	\$ 1,906,650	\$ -	\$ -	\$ 1,906,650
Restricted Amounts 9740	\$ 19,087,966	\$ (786,005)	\$ -	\$ 18,301,961
Committed Amounts 9750-9760	\$ 56,300,000	\$ -	\$ -	\$ 56,300,000
Assigned Amounts 9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ 16,160,065	\$ 339,393	\$ -	\$ 16,499,458
Unassigned/Unappropriated Amount 9790	\$ 86,667,347	\$ (16,523,068)	\$ -	\$ 70,144,279

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Long Beach Unified School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Fund 11 - Adult Education Fund**

Bargaining Unit: Teachers Association of Long Beach K-12 and CDC/Head Start

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (1st Interim Report)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
Federal Revenue 8100-8299	\$ 249,672		\$ -	\$ 249,672
Other State Revenue 8300-8599	\$ 51,976		\$ -	\$ 51,976
Other Local Revenue 8600-8799	\$ 494,800		\$ -	\$ 494,800
TOTAL REVENUES	\$ 796,448		\$ -	\$ 796,448
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 492,520	\$ 16,460	\$ -	\$ 508,980
Classified Salaries 2000-2999	\$ 89,300	\$ -	\$ -	\$ 89,300
Employee Benefits 3000-3999	\$ 202,656	\$ 2,330	\$ -	\$ 204,986
Books and Supplies 4000-4999	\$ 53,659		\$ (18,790)	\$ 34,869
Services, Other Operating Expenses 5000-5999	\$ 52,879		\$ -	\$ 52,879
Capital Outlay 6000-6999	\$ -		\$ -	\$ -
Other Outgo 7100-7299 7400-7499	\$ -		\$ -	\$ -
Indirect/Direct Support Costs 7300-7399	\$ -		\$ -	\$ -
TOTAL EXPENDITURES	\$ 891,014	\$ 18,790	\$ (18,790)	\$ 891,014
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (94,566)	\$ (18,790)	\$ 18,790	\$ (94,566)
BEGINNING FUND BALANCE 9791	\$ 94,566			\$ 94,566
Prior-Year Adjustments/Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ -	\$ (18,790)	\$ 18,790	\$ -
COMPONENTS OF ENDING BALANCE:				
Nonspendable Amounts 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted Amounts 9740	\$ -	\$ -	\$ -	\$ -
Committed Amounts 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned Amounts 9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ -	\$ (18,790)	\$ 18,790	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positiveLos Angeles County Office of Education
Division of Business Advisory Services

Revised 7/10/15

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Fund 12 - Child Development Fund

Bargaining Unit: Teachers Association of Long Beach K-12 and CDC/Head Start

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (1st Interim Report)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
Federal Revenue 8100-8299	\$ 21,994,182		\$ -	\$ 21,994,182
Other State Revenue 8300-8599	\$ 5,484,370		\$ -	\$ 5,484,370
Other Local Revenue 8600-8799	\$ 1,140,493		\$ -	\$ 1,140,493
TOTAL REVENUES	\$ 28,619,045		\$ -	\$ 28,619,045
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 10,263,920	\$ 415,977	\$ -	\$ 10,679,897
Classified Salaries 2000-2999	\$ 6,396,864	\$ -	\$ -	\$ 6,396,864
Employee Benefits 3000-3999	\$ 8,102,494	\$ 58,902	\$ -	\$ 8,161,396
Books and Supplies 4000-4999	\$ 2,860,657		\$ (474,879)	\$ 2,385,778
Services, Other Operating Expenses 5000-5999	\$ 1,276,258		\$ -	\$ 1,276,258
Capital Outlay 6000-6999	\$ -		\$ -	\$ -
Other Outgo 7100-7299 7400-7499	\$ -		\$ -	\$ -
Indirect/Direct Support Costs 7300-7399	\$ 1,055,091		\$ -	\$ 1,055,091
TOTAL EXPENDITURES	\$ 29,955,284	\$ 474,879	\$ (474,879)	\$ 29,955,284
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (1,336,239)	\$ (474,879)	\$ 474,879	\$ (1,336,239)
BEGINNING FUND BALANCE				
9791	\$ 1,336,239			\$ 1,336,239
Prior-Year Adjustments/Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ -	\$ (474,879)	\$ 474,879	\$ -
COMPONENTS OF ENDING BALANCE:				
Nonspendable Amounts 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted Amounts 9740	\$ -	\$ -	\$ -	\$ -
Committed Amounts 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned Amounts 9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ -	\$ (474,879)	\$ 474,879	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Los Angeles County Office of Education
 Division of Business Advisory Services
 Revised 7/10/15

Long Beach Unified School District
Teachers Association of Long Beach K-12 and CDC/Head Start

Explanations for Column 3 "Other Revisions" entered on Pages 4a through 4h:

Page 4a: Unrestricted General Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4b: Restricted General Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4d: Fund 11 - Adult Education Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ (18,790)	To balance grants for salary increase
Other Financing Sources/Uses	\$ -	

Page 4e: Fund 12 - Child Development Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ (474,879)	To balance grants for salary increase
Other Financing Sources/Uses	\$ -	

Page 4f: Fund 13/61 - Cafeteria Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4g: Other	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4h: Other	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Additional Comments:

Long Beach Unified School District

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**Unrestricted General Fund MYP**

Bargaining Unit: Teachers Association of Long Beach K-12 and CDC/Head Start

Object Code	2015-16	2016-17	2017-18
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ 664,532,606	\$ 682,732,007	\$ 696,175,462
Federal Revenue 8100-8299	\$ 401,543	\$ 100,000	\$ 100,000
Other State Revenue 8300-8599	\$ 53,545,632	\$ 12,999,762	\$ 12,970,086
Other Local Revenue 8600-8799	\$ 10,718,305	\$ 8,819,453	\$ 8,976,591
TOTAL REVENUES	\$ 729,198,086	\$ 704,651,222	\$ 718,222,139
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 294,685,503	\$ 298,800,581	\$ 310,615,957
Classified Salaries 2000-2999	\$ 71,838,128	\$ 72,508,562	\$ 73,665,666
Employee Benefits 3000-3999	\$ 133,833,583	\$ 144,038,405	\$ 161,370,690
Books and Supplies 4000-4999	\$ 25,647,387	\$ 18,253,464	\$ 21,667,469
Services, Other Operating Expenses 5000-5999	\$ 55,944,907	\$ 55,789,067	\$ 52,314,595
Capital Outlay 6000-6999	\$ 2,565,855	\$ 5,432,347	\$ 982,347
Other Outgo 7100-7299 7400-7499	\$ -	\$ -	\$ -
Indirect/Direct Support Costs 7300-7399	\$ (9,054,509)	\$ (8,274,470)	\$ (8,274,470)
Other Adjustments			\$ -
TOTAL EXPENDITURES	\$ 575,460,854	\$ 586,547,956	\$ 612,342,254
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ 2,700,000	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ 4,000,000	\$ 4,000,000	\$ 4,000,000
Contributions 8980-8999	\$ (97,831,924)	\$ (100,971,052)	\$ (111,292,802)
OPERATING SURPLUS (DEFICIT)*	\$ 54,605,308	\$ 13,132,214	\$ (9,412,917)
BEGINNING FUND BALANCE			
9791	\$ 90,245,079	\$ 144,850,387	\$ 157,982,601
Prior-Year Adjustments/Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 144,850,387	\$ 157,982,601	\$ 148,569,684
COMPONENTS OF ENDING BALANCE:			
Nonspendable Amounts 9711-9719	\$ 1,906,650	\$ 1,906,650	\$ 1,906,650
Restricted Amounts 9740			
Committed Amounts 9750-9760	\$ 56,300,000	\$ 45,135,000	\$ 39,645,000
Assigned Amounts 9780	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ 16,499,458	\$ 16,607,566	\$ 17,099,871
Unassigned/Unappropriated Amount 9790	\$ 70,144,279	\$ 94,333,385	\$ 89,918,163

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Long Beach Unified School District

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**Restricted General Fund MYP**

Bargaining Unit: Teachers Association of Long Beach K-12 and CDC/Head Start

Object Code	2015-16	2016-17	2017-18
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ -	\$ -	\$ -
Federal Revenue 8100-8299	\$ 57,779,589	\$ 58,578,585	\$ 52,639,814
Other State Revenue 8300-8599	\$ 70,438,378	\$ 70,028,079	\$ 68,994,311
Other Local Revenue 8600-8799	\$ 12,869,660	\$ 7,416,363	\$ 4,253,056
TOTAL REVENUES	\$ 141,087,627	\$ 136,023,027	\$ 125,887,181
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 85,680,544	\$ 85,780,650	\$ 80,201,157
Classified Salaries 2000-2999	\$ 40,184,640	\$ 40,426,319	\$ 43,689,066
Employee Benefits 3000-3999	\$ 48,167,929	\$ 51,371,084	\$ 55,069,078
Books and Supplies 4000-4999	\$ 20,407,927	\$ 12,385,202	\$ 11,759,800
Services, Other Operating Expenses 5000-5999	\$ 42,313,282	\$ 41,813,869	\$ 40,116,373
Capital Outlay 6000-6999	\$ 788,338	\$ 283,493	\$ 260,229
Other Outgo 7100-7299 7400-7499	\$ 200,000	\$ 200,000	\$ 20,000
Indirect/Direct Support Costs 7300-7399	\$ 7,769,418	\$ 7,569,726	\$ 7,535,578
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 245,512,078	\$ 239,830,343	\$ 238,651,281
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -
Contributions 8980-8999	\$ 97,831,924	\$ 100,971,052	\$ 111,292,802
OPERATING SURPLUS (DEFICIT)*	\$ (6,592,527)	\$ (2,836,264)	\$ (1,471,298)
BEGINNING FUND BALANCE			
9791	\$ 24,894,488	\$ 18,301,961	\$ 15,465,697
Prior-Year Adjustments/Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 18,301,961	\$ 15,465,697	\$ 13,994,399
COMPONENTS OF ENDING BALANCE:			
Nonspendable Amounts 9711-9719	\$ -	\$ -	\$ -
Restricted Amounts 9740	\$ 18,301,961	\$ 15,465,697	\$ 13,994,399
Committed Amounts 9750-9760			
Assigned Amounts 9780			
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ -	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Combined General Fund MYP

Bargaining Unit: Teachers Association of Long Beach K-12 and CDC/Head Start

Object Code	2015-16	2016-17	2017-18
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ 664,532,606	\$ 682,732,007	\$ 696,175,462
Federal Revenue 8100-8299	\$ 58,181,132	\$ 58,678,585	\$ 52,739,814
Other State Revenue 8300-8599	\$ 123,984,010	\$ 83,027,841	\$ 81,964,397
Other Local Revenue 8600-8799	\$ 23,587,965	\$ 16,235,816	\$ 13,229,647
TOTAL REVENUES	\$ 870,285,713	\$ 840,674,249	\$ 844,109,320
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 380,366,047	\$ 384,581,231	\$ 390,817,114
Classified Salaries 2000-2999	\$ 112,022,768	\$ 112,934,881	\$ 117,354,732
Employee Benefits 3000-3999	\$ 182,001,512	\$ 195,409,489	\$ 216,439,768
Books and Supplies 4000-4999	\$ 46,055,314	\$ 30,638,666	\$ 33,427,269
Services, Other Operating Expenses 5000-5999	\$ 98,258,189	\$ 97,602,936	\$ 92,430,968
Capital Outlay 6000-6999	\$ 3,354,193	\$ 5,715,840	\$ 1,242,576
Other Outgo 7100-7299 7400-7499	\$ 200,000	\$ 200,000	\$ 20,000
Indirect/Direct Support Costs 7300-7399	\$ (1,285,091)	\$ (704,744)	\$ (738,892)
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 820,972,932	\$ 826,378,299	\$ 850,993,535
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ 2,700,000	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ 4,000,000	\$ 4,000,000	\$ 4,000,000
Contributions 8980-8999	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ 48,012,781	\$ 10,295,950	\$ (10,884,215)
BEGINNING FUND BALANCE			
9791	\$ 115,139,567	\$ 163,152,348	\$ 173,448,298
Prior-Year Adjustments/Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 163,152,348	\$ 173,448,298	\$ 162,564,083
COMPONENTS OF ENDING BALANCE:			
Nonspendable Amounts 9711-9719	\$ 1,906,650	\$ 1,906,650	\$ 1,906,650
Restricted Amounts 9740	\$ 18,301,961	\$ 15,465,697	\$ 13,994,399
Committed Amounts 9750-9760	\$ 56,300,000	\$ 45,135,000	\$ 39,645,000
Assigned Amounts 9780	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ 16,499,458	\$ 16,607,566	\$ 17,099,871
Unassigned/Unappropriated Amount 9790	\$ 70,144,279	\$ 94,333,385	\$ 89,918,163

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Long Beach Unified School District
 Teachers Association of Long Beach K-12 and CDC/Head Start

I. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

		2015-16	2016-17	2017-18
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 824,972,932	\$ 830,378,299	\$ 854,993,535
b.	Less: Special Education Pass-Through Funds	\$ -	\$ -	\$ -
c.	Net Expenditures, Transfers Out, and Uses	\$ 824,972,932	\$ 830,378,299	\$ 854,993,535
d.	State Standard Minimum Reserve Percentage for this District Enter percentage →	2.00%	2.00%	2.00%
e.	State Standard Minimum Reserve Amount for this District (For districts with less than 1,001 ADA, this is the greater of Line a, times Line b. or \$50,000)	\$ 16,499,459	\$ 16,607,566	\$ 17,099,871

2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$ 16,499,458	\$ 16,607,566	\$ 17,099,871
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ 70,144,279	\$ 94,333,385	\$ 89,918,163
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9789)	\$ -	\$ -	\$ -
d.	Special Reserve Fund (Fund 17) Budgeted Unassigned/Unappropriated Amount (9790)	\$ -	\$ -	\$ -
e.	Total Available Reserves	\$ 86,643,737	\$ 110,940,951	\$ 107,018,034
f.	Reserve for Economic Uncertainties Percentage	10.50%	13.36%	12.52%

3. Do unrestricted reserves meet the state minimum reserve amount?

2015-16	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2016-17	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2017-18	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

4. If no, how do you plan to restore your reserves?

Long Beach Unified School District
 Teachers Association of Long Beach K-12 and CDC/Head Start

5. Does the Total Compensation Increase/(Decrease) on Page 1, Section A, #5 agree with the Total Increase/(Decrease) for all funds as a result of the settlement(s)? Please explain any variance.

Total Compensation Increase/(Decrease) on Page 1, Section A, #5	\$ 17,463,349
General Fund balance Increase/(Decrease), Page 4c, Column 2	\$ (16,969,680)
Adult Education Fund balance Increase/(Decrease), Page 4d, Column 2	\$ (18,790)
Child Development Fund balance Increase/(Decrease), Page 4e, Column 2	\$ (474,879)
Cafeteria Fund balance Increase/(Decrease), Page 4f, Column 2	\$ -
Other Fund balance Increase/(Decrease), Page 4g, Column 2	\$ -
Other Fund balance Increase/(Decrease), Page 4h, Column 2	\$ -
Total all fund balances Increase/(Decrease) as a result of the settlement(s)	\$ (17,463,349)
Variance	\$ -

Variance Explanation:

6. Will this agreement create or increase deficit financing in the current or subsequent years?

"Deficit Financing" is defined to exist when a fund's expenditures and other financing uses exceed its revenues and other financing sources in a given year. If a deficit is shown below, provide an explanation and any deficit reduction plan, as necessary.

General Fund Combined	Surplus/ (Deficit)	(Deficit) %	Deficit primarily due to:
Current FY Surplus/(Deficit) before settlement(s)?	\$ 64,982,461	8.0%	
Current FY Surplus/(Deficit) after settlement(s)?	\$ 48,012,781	5.8%	
1st Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ 10,295,950	1.2%	
2nd Subsequent FY Surplus/(Deficit) after settlement(s)?	\$(10,884,215)	(1.3%)	negotiated salary increase and various

Deficit Reduction Plan (as necessary):

Reserve levels will be reduced; district will need to adjust spending levels in conjunction with any changes necessary due to changes in gap funding levels - unknown at this time.

Were "Other Adjustments" amount(s) entered in the multiyear projections (pages 5a and 5b) for 1st and 2nd

7. Subsequent FY?

"Other Adjustments" could indicate that a budget reduction plan was/is being developed to address deficit spending and to rebuild reserves. Any amount shown below must have an explanation. If additional space is needed, attach a separate sheet or use Page 9a.

MYP	Amount	"Other Adjustments" Explanation
1st Subsequent FY Unrestricted, Page 5a	\$ -	
1st Subsequent FY Restricted, Page 5b	\$ -	
2nd Subsequent FY Unrestricted, Page 5a	\$ -	
2nd Subsequent FY Restricted, Page 5b	\$ -	

Teachers Association of Long Beach K-12 and CDC/Head Start

J. COMPARISON OF PROPOSED CHANGE IN TOTAL COMPENSATION TO CHANGE IN LCFF FUNDING FOR THE NEGOTIATED PERIOD

The purpose of this form is to determine if the district has entered into bargaining agreements that would result in salary increases that are expected to exceed the projected increase in LCFF funding

(Fill out columns for which there is agreement)

Prior Year _____ 2015-16 _____ 2016-17 _____ 2017-18 _____

a. LCFF Gap Funding per ADA	910.77	1,124.69		
b. Amount Change from Prior Year Funding per ADA	213.92	-		
c. Percentage Change from Prior Year Funding per ADA	23.49%	0.00%		0.00%
d. Total Compensation Amount Change (from Page 1, Section A, Line 5)	17,463,349.00	(367,846.00)	(367,846.00)	
e. Total Compensation Percentage Change (from Page 1, Section A, Line 5)	4.17%	-0.08%		-0.08%
f. Proposed agreement is within/exceeds change in LCFF Funding (f vs. e)	Within	Within		Within

K. CERTIFICATION NO. 1: CERTIFICATION OF THE DISTRICT'S ABILITY TO MEET THE COSTS OF THE COLLECTIVE BARGAINING AGREEMENT

This certification page must be signed by the district's Superintendent and Chief Business Official at the time of public disclosure and is intended to assist the district's Governing Board in determining whether the district can meet the costs incurred under the tentative Collective Bargaining Agreement in the current and subsequent years. The absence of a certification signature or if "I am unable to certify" is checked should serve as a "red flag" to the district's Governing Board.

In accordance with the requirements of Government Code Sections 3540.2 and 3547.5, the Superintendent and Chief Business Official of the Long Beach Unified School District, hereby certify that the District can meet the costs incurred under this Collective Bargaining Agreement during the term of the agreement from July 1, 2015 to June 30, 2016.

Board Actions

The board actions necessary to meet the cost of the agreement in each year of its term are as follows:

Current Year

Budget Adjustment Categories:

Revenues/Other Financing Sources
 Expenditures/Other Financing Uses
 Ending Balance(s) Increase/(Decrease)

	Budget Adjustment Increase/(Decrease)
\$	-
\$	16,969,680
\$	(16,969,680)

Subsequent Years

Budget Adjustment Categories:

Revenues/Other Financing Sources
 Expenditures/Other Financing Uses
 Ending Balance(s) Increase/(Decrease)

	Budget Adjustment Increase/(Decrease)
\$	-
\$	-
\$	-

Budget Revisions

If the district does not adopt and submit within 45 days all of the revisions to its budget needed in the current year to meet the costs of the agreement at the time of the approval of the proposed collective bargaining agreement, the county superintendent of schools is required to issue a qualified or negative certification for the district on its next interim report.

Assumptions

See attached page for a list of the assumptions upon which this certification is based.

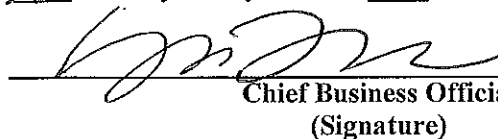
Certifications

I hereby certify I am unable to certify

 Deputy Superintendent
 District Superintendent of Schools
 (Signature)

12/16/15
 Date

I hereby certify I am unable to certify

 Chief Business Official
 (Signature)

12/15/15^{yt}
 Date

Special Note: The Los Angeles County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.

L. CERTIFICATION NO. 2

The disclosure document must be signed by the district Superintendent at the time of public disclosure and by the President or Clerk of the Governing Board at the time of formal board action on the proposed agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Collective Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Sections 3540.2(a) and 3547.5.

Long Beach Unified School District

District Name

[Handwritten Signature]

District Superintendent
(Signature)

4/6/16

Date

Renee Arkus, Executive Director of Fiscal Services

Contact Person

562-997-8126

Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on January 4, 2016, took action to approve the proposed agreement with the Teachers Association of Long Beach K-12 and CDC/Headstart Bargaining Unit(s).

[Handwritten Signature]

President (or Clerk), Governing Board
(Signature)

4/6/16

Date

Special Note: The Los Angeles County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.

**Tentative Agreement Between
the Long Beach Unified School District
and the Teachers Association of Long Beach,
K-12**

December 3, 2015

The Long Beach Unified School District (District) and the Teachers Association of Long Beach (TALB) have completed negotiations for the 2015-2016 school year and have agreed to maintain the provisions of the current collective bargaining K-12 contract for 2015-2016, except as follows:

ARTICLE II Recognition of Exclusive Representative

- B. CERTIFICATED K-12 EMPLOYEES UNIT SHALL INCLUDE:** All regular certificated employees under contract including classroom, JROTC, WBL, specialist teachers, **Special Day Class Preschool teachers, Transitional Kindergarten 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.

Article V: Days and Hours

A 14 (Renumber following paragraphs)

Establish a joint District/TALB Committee to review the electronic grading and communication systems. The committee will convene no later than June 2016. The Committee will be comprised of five (5) TALB-appointed members and five (5) District-appointed members. The committee will explore the electronic grading options, frequency of reporting, potential trainings, and mitigating technology needs. The recommendation of the Committee shall be submitted to the District and TALB for negotiations during the 2016-2017 school year with the objective of implementation effective 2017-2018 school year.

Article VI: Compensation

A Salaries

5% increase to bargaining unit salary schedules, including annual career increments, stipends, and rates of pay retroactive to July 1, 2015.

A7 Catalina Island Employees:

- a. Full-time employees who actually work and reside on Catalina Island shall receive a salary addition as provided in the **Certificated Non-Management Salary Schedule 4**. In addition, effective the first school day each year, Catalina Island employees shall receive a travel expense allowance. For ~~1999-2000~~ **2015-16**, the allowance is ~~\$621~~ **\$1,015**. Each

- e. An employee in less than a full-time assignment and/or employed for less than a full contract year shall receive and have sick leave deducted in direct proportion to the percentage of the assignment; e.g., an employee with a fifty (50) percent assignment shall earn or have deducted .5 (four [4] hours) of sick leave.
- d. **Full time unit members shall be entitled to use six (6) days of accrued and available sick leave each school year to attend to an illness of a child, parent, spouse, or registered domestic partner of the employee. This leave shall be prorated for part-time unit members.**
- a. One (1) hour of sick leave is granted for each eighteen (18) hours an employee has worked in an hourly assignment, including summer school and intersession assignments. Accumulated hourly sick leave may be used for absences in any hourly assignment, except that during the first and last week of summer school leave for compelling personal reasons will not be granted and teachers should expect to be required to provide doctor's verification of illness absences. Contract sick leave may not be used for absences in an hourly assignment. If an employee serving in a contract assignment has exhausted his/her contract sick leave, accumulated hourly sick leave may be used prior to statutory sick leave.
- b. An employee who claims sick leave may be required to execute a certificate or declaration to the effect that he/she was actually ill or injured on that day(s) before such sick leave may be paid.

Sick leave shall not normally be taken for minor elective or cosmetic surgery. Exceptions may be approved by the district physician.
- g. When the District determines that an employee's health condition may be impairing job performance, Human Resource Services shall have authority to direct the employee to have a medical examination by the district physician, by a District-appointed physician at District expense, or by an employee-selected physician approved by the district physician and to be paid by the employee.
- h. If a certificated employee under contract does not take the full amount of sick leave allowed in any school year, the amount not used is accumulated from year to year, and accrued sick leave is credited toward time served for retirement purposes.
- f. An employee's sick leave record is open to the employee's inspection upon request to the site payroll clerk. Sick leave accumulation shall be reported on each quadriweekly pay warrant.

New Section:

10. Maternity and Paternity Leave for Child Bonding/Child Care

- a. Pursuant to Education Code section 44977.5, when an employee takes maternity or paternity leave under the Family and Medical Leave Act (FMLA) and/or California Family Rights Act (CFRA), he or she may use, concurrently with the unpaid FMLA and/or CFRA leave entitlement, up to 12 workweeks of substitute differential [statutory half pay] leave available under Section VII.C.5. The 12 workweeks shall be reduced by any period of paid sick leave, including accumulated sick leave, taken during a period of maternity or paternity leave pursuant to this Article or CFRA (Government Code § 12945.2).
- b. An employee shall not be provided more than one 12-week period of paid absence per maternity or paternity leave. However, if a school year terminates before the 12-week period is exhausted, the employee may take the balance of the 12-week period in the subsequent school year.
- c. For purposes of this Article, "maternity or paternity leave" means child bonding or child care leave taken within the first 12 months following the birth of a child of the employee or the placement for adoption or foster care of a child by the employee, as provided in the CFRA.
- d. Leave taken under this section shall be in addition to leave taken due to disability caused by pregnancy, childbirth or related medical conditions.
- e. Leave under this section shall include any leave taken under Section VII.C.9 for the adoption of a child.

11. **Judicial Leave.** A paid leave of absence shall be granted to an employee required to render jury service. If an employee is summoned to appear for jury duty during his/her work year, the employee shall, upon verification of service, be compensated. In the interests of supporting continuity of instruction, both the Association and the District encourage employees to postpone jury duty during non-work days to a time outside of their work year. If an employee receives such a postponement, the District, upon receipt of verification, shall compensate the employee at a rate of \$75 per day for jury duty served outside of the employee's work year during non-work days.

ARTICLE IX: SAFETY CONDITIONS OF EMPLOYMENT

- P 4. The inclusion of the word "theft" above is temporary to allow the District to

ARTICLE XV: EFFECT OF AGREEMENT

2. B. **Back to School and Open House shall be excluded from the waiver process and decided annually at the site level supported by at least two-thirds (2/3) of the affected bargaining unit employees who actually vote on the proposed change and with the endorsement of the principal and appropriate assistant/deputy superintendent.**

ARTICLE XVIII: TERM OF AGREEMENT

Extend the term of the certificated collective bargaining agreement through **June 30, 2018** with reopeners for **2016-2017** and **2017-2018** on Article VI and three articles selected by each party.

APPENDIX A: CALENDARS

The Long Beach Unified School District and the Teachers Association of Long Beach shall collaborate in the development of both traditional and year-round (60/20 and 60/15) calendars for the years ~~2008-2009, 2009-2010, 2010-2011, 2011-2012, 2012-2013, 2016-2017, 2017-2018, 2018-2019~~. These calendars shall be agreed to by ~~March 31, 2007~~ **March 31, 2016**. Each unit member will receive a copy of the applicable school calendar annually.

APPENDIX B: SALARIES

A. REQUIREMENTS RELATIVE TO INITIAL PLACEMENT ON SALARY SCHEDULES:

Teaching Experience:

- a. **Adjustment for Previous Experience.** Official Verification of satisfactory K-12 credentialed teaching experience must be provided within the first three years of employment with the District. If an employee is hired by September 1 of the first year of employment, verification must be received in Human Resource Services by November 1 and salary schedule placement adjustment is retroactive to the beginning of that fiscal duty year. If verification is received after November 1, salary schedule placement adjustment will be effective the following pay period.

If an employee is hired after September 1 of the first year of employment, verification must be received in Human Resource Services within sixty (60) calendar days of initial date of employment and salary placement adjustment is retroactive to the initial date of employment.

- b. Nurses and school librarians are given one (1) year of credit for one (1) year of full-time work experience in a non-school setting as a nurse or as a librarian. ~~up to a maximum of four (4) years per Section 2.a. above.~~

Denials of salary credit under the provisions of this Section may be appealed by the individual employee to Human Resource Services. Appeals shall be reviewed by the Educational Mission: Innovation Advancement Committee (EM:IAC) who shall recommend appropriate action to the Assistant ~~Deputy~~ Superintendent, Human Resource Services.

13. Exceptions to the requirement that all course work units must be taken at an accredited college or university may be made by action of the Educational Mission: Innovation Advancement Committee (EM:IAC) with the approval of the Assistant ~~Deputy~~ Superintendent, Human Resource Services. This committee is empowered to grant credit on the salary schedule for successful completion of in-service courses offered by the Long Beach Unified School District which (a) involve attendance at sessions equivalent in time to college or university courses at the same unit value, (b) involve participation and related work equivalent to that required in college or university courses of the same unit value, (c) provide needed in-service opportunities not otherwise readily available, and (d) are found by the committee to be in the best interest of the instructional program of the District.

C. **SALARY INCREMENTS:**

3. A certificated employee who has a leave of absence (a) to serve as a member of the Peace Corps outside the United States, the Domestic Peace Corps (Volunteers in Service to America), or the Job Corps; (b) to teach in a foreign country; or (c) to take advanced professional and academic training is entitled to an increment the same as though he/she had been regularly employed. To receive such increment, the service or study during the period of leave must be verified. In order to qualify for the increment following a leave of absence for advanced professional and academic training, an employee shall verify that he/she undertook a full load as defined by the institution attended. A transcript of work taken and grades earned shall be filed within sixty (60) calendar days of returning to duty. If verification is received after sixty (60) calendar days, salary schedule placement adjustment will be effective the following pay period.

F. **OCCASIONAL PROJECTS – IN-SERVICE:**

1. When a stipend is paid for participation in an in-service activity, the hourly rate shall be ~~\$30.08~~ **in accordance with salary schedule No 80A.**

The only exception to this standard rate will be a specified in-service participation rate which is mandated by an agency other than the LBUSD as part of an approved grant or other specially funded program.

2. When a stipend is paid for serving as a presenter outside of the workday at an inservice activity, ~~the hourly presenter rate the rate is currently \$47.46 per hour~~ or the regular hourly rate, whichever is higher. This rate includes documented and pre-approved preparation time outside of the workday for the planning of new presentations. This planning time shall also be paid at the same rate.

10.20 40 QW	
<u>School Month Basis</u>	
Step A	89.35 109.21
Step B	178.71 218.43
Step C	536.14 655.32

13.00 QW	
<u>Year-Round Basis</u>	
	70.11 87.36
	140.22 174.75
	420.67 524.27

The positions listed below are Curriculum Leader assignments. The number of positions and the specific content areas of expertise may be reviewed, modified, eliminated, or expanded by the Assistant Superintendent of Curriculum, Instruction and Professional Development based on the needs of the District.

1. Elementary School Literacy/Step C
2. Middle/High School Literacy/Step C
3. Science/Step C
4. Foreign World Language/Step C
5. Physical Education/Step C
6. Art (50 percent)/Step C
7. Music (50 percent)/Step C
8. Education Technology (interim appointment limited to ten (10) schools)/Step /Step C
9. Health (50 percent)/Step C
10. History/Social Science/Step C
11. Special Education/Step C
12. Library Services/ Step C
13. College and Career Readiness/Step C

~~In addition to the eight (8) positions described above, there are also two (2) Head Teacher positions. These two (2) Head Teachers are responsible for the Science Resource Center and the Instructional Materials Workshop respectively. In addition to their regular teaching salary, teachers in these positions receive a stipend in the amount indicated in Step B C in the Salary Schedule V.~~

Special Education Leadership Positions

~~The office of the Assistant Superintendent, Special Education provides a variety of leadership opportunities to teachers in this specific area. At the senior high schools and middle schools leadership roles have been performed by designated department heads. The present proposal calls for the creation of a position designated as Special Education Lead Teacher at selected elementary schools. The responsibilities of Lead Teachers are listed on the attached job description.~~

~~Lead Teacher positions shall be identified at selected schools based on the needs of the individual schools, the size of the special education staff, and the number of pupils receiving services at the school site. Selection of candidates for this position shall be a collaborative decision made by the principal and the Assistant Superintendent of Special Education.~~

~~Monitoring and assessment of individuals serving in the role of Lead Teacher shall be performed by the supervising administrator and shall be included as part of the regular evaluation process.~~

- “Hacking” or otherwise engaging in unlawful computer or technology oriented activities while-online
- Using obscene language
- Harassing, insulting, or attacking others
- Intentionally damaging computers, computer systems, data, files, information or computer networks
- Violating copyright laws
- Using or distributing another’s password
- Trespassing in another’s digital folders, work, or files
- Intentionally wasting limited resources
- Employing the network for outside business or commercial purposes
- Sending or receiving requesting of unethical, illegal, immoral, inappropriate, or unacceptable information of any type
- Engaging in activities that cause disruption to District technology the network or its systems
- Attempting to bypass District technology the system security measures
- Reposting or forwarding without the permission of the sender a message sent to you privately which is of a confidential nature or one clearly designed to be read by a limited number of selected recipients
- Posting chain letters or engaging in “spamming” – i.e., sending an annoying or otherwise unnecessary message to a large number of people

The network District technology is provided for represented certificated staff to conduct research, to communicate with others on academic topics, and to engage in legitimate District business. Individual users of the District technology computer networks are responsible for their behavior and communications on those networks. Users shall comply with District standards and will abide by the policies specified herein. Violations of the District policy described may result in access privileges being suspended or revoked, as well as other disciplinary action as warranted. Any commercial, political, or unauthorized use of District technology systems these materials or services, in any form, is forbidden. All copyright laws must be observed.

Members of the certificated teachers bargaining unit may engage in teacher association business on the District computer networks. Such teacher association business shall be conducted during non-duty hours which are defined in Article IV, Section C of this Agreement. Association use of District e-mails shall be limited to the following: authorized Association representatives may use District e-mails to provide notice of meetings, agendas for meetings, minutes of meetings, confirmation of a meeting with a District representative, or a limited distribution communique between an authorized Chapter officer and a District representative; the Association will not use e-mail to denigrate the District or its personnel and will observe the prohibitions of Education Code, Section 7054.

The Long Beach Unified School District respects the privacy of all certificated teacher users. System administrators and their staff may not log on to a user’s account or view a user’s files without explicit permission from the user (for example, by setting file access privileges). Exceptions arise when the user’s account is suspected either of disrupting or endangering the security or integrity of any District technology network systems or services or of violations of applicable school district policies, federal or state law. Even then, the system administrator must

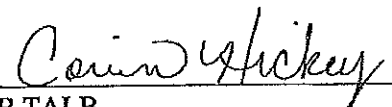
and/or consequences that extend beyond the District's authority. The Long Beach Unified School District and its represented certificated staff members shall be held harmless from any use or misuse of **District technology systems** ~~the computer network~~ by students. Long Beach Unified School District makes no warranty of any kind, whether expressed or implied, for the service that it is providing. Long Beach Unified School District will not be responsible for any damage users may suffer including, but not limited to, loss of data or interruptions of service as a consequence of equipment failure, either on or off District property. Long Beach Unified School District and its represented certificated employees are not responsible for the accuracy or quality of the information obtained through or stored on the system.

DATE: 12-3-15

DATE: 12-3-15



FOR THE DISTRICT



FOR TALB

**Tentative Agreement Between
the Long Beach Unified School District
and the Teachers Association of Long Beach,
CDC/ Head Start**

December 3, 2015

The Long Beach Unified School District (District) and the Teachers Association of Long Beach (TALB) have completed negotiations for the 2015-2016 school year and have agreed to maintain the provisions of the current collective bargaining CDC/Head Start contract for 2015-2016, except as follows:

ARTICLE V: DAYS AND HOURS OF EMPLOYMENT

A.2. **Head Start Program Teachers.** The work year for Head Start teachers shall be one of the following:

b. Ten Month Assignment (217 Day Employees). Head Start teachers who have a ten (10) month assignment annually work one hundred eighty-two (182) days. Salary payments to employees in a ten (10) month assignment are prorated over ~~10.20~~ 10.4 pay periods.

3. ~~**Magnet Child Care Program and Infant Development Center Teachers** (from the first day of the fall semester to the last day of the spring semester, inclusive of the K-12 school session year). The Magnet Child Care Program and Infant Development Center assignment encompasses two hundred four (204) assigned days of which no more than one hundred eighty-two (182) are actual working days.~~

E.2b **REQUIRED MEETINGS:**

b. Site planning meetings will take place weekly and Center team meetings take place monthly. Classroom and site meetings may take place as requested by the Head Teacher, Education Specialist, or manager or Early Learning Center Manager.

I.2. **DAYS AND HOURS ISSUES UNIQUE TO HEAD START:**

2. Full-time Head Start teachers are employed for eight (8) hours a day, exclusive of a ~~sixty (60)~~ thirty (30) minute duty-free lunch period.

ARTICLE VI: COMPENSATION

A. 5% increase to bargaining unit salary schedules, including annual career increments, stipends, and rates of pay retroactive to July 1, 2015.

B. **HEALTH AND WELFARE BENEFITS**

2.b2. **COMPREHENSIVE MAJOR MEDICAL.** ~~Lifetime maximum of one million dollars (\$1,000,000).~~

d. Full time unit members shall be entitled to use six (6) days of accrued and available sick leave each school year to attend to an illness of a child, parent, spouse, or registered domestic partner of the employee. This leave shall be prorated for part-time unit members.

e. One (1) hour of sick leave is granted for each eighteen (18) hours an employee has worked in an hourly assignment, including summer school and intersession assignments. Accumulated hourly sick leave may be used for absences in any hourly assignment, except that during the first and last week of summer school leave for compelling personal reasons will not be granted and teachers should expect to be required to provide doctor's verification of illness absences. Contract sick leave may not be used for absences in an hourly assignment. If an employee serving in a contract assignment has exhausted his/her contract sick leave, accumulated hourly sick leave may be used prior to statutory sick leave.

f. An employee who claims sick leave may be required to execute a certificate or declaration to the effect that he/she was actually ill or injured on that day(s) before such sick leave may be paid.

Sick leave shall not normally be taken for minor elective or cosmetic surgery. Exceptions may be approved by the district physician.

g. When the District determines that an employee's health condition may be impairing job performance, Human Resource Services shall have authority to direct the employee to have a medical examination by the district physician, by a District-appointed physician at District expense, or by an employee-selected physician approved by the district physician and to be paid by the employee.

h. If a certificated employee under contract does not take the full amount of sick leave allowed in any school year, the amount not used is accumulated from year to year, and accrued sick leave is credited toward time served for retirement purposes.

i. An employee's sick leave record is open to the employee's inspection upon request to the site payroll clerk. Sick leave accumulation shall be reported on each quadriweekly pay warrant.

4. **Personal Necessity Leave:** (Use of Sick Leave for personal necessity.)

a. (5) Paternity. Once the employee has exhausted available personal necessity leave for paternity leave for child bonding/child care as defined in Section C.10 of this Article, any remaining paternity leave shall be subject to Section C.10.

8. **Maternity Leave.** *[Recommend changing all references to "maternity" in this section to "pregnancy-related disability" to distinguish it from the new "maternity leave"]*

- c. For purposes of this Article, "maternity or paternity leave" means child bonding or child care leave taken within the first 12 months following the birth of a child of the employee or the placement for adoption or foster care of a child by the employee, as provided in the CFRA.
 - d. Leave taken under this section shall be in addition to leave taken due to disability caused by pregnancy, childbirth or related medical conditions.
 - e. Leave under this section shall include any leave taken under Section VII.C.9 for the adoption of a child.
11. **Judicial Leave.** A paid leave of absence shall be granted to an employee required to render jury service. If an employee is summoned to appear for jury duty during his/her work year, the employee shall, upon verification of service, be compensated. In the interests of supporting continuity of instruction, both the Association and the District encourage employees to postpone jury duty ~~during non-work days to a time outside of their work year.~~ If an employee receives such a postponement, the District, upon receipt of verification, shall compensate the employee at the daily rate indicated below for jury duty served ~~outside of the employee's work year during non-work days.~~

ARTICLE XI: EVALUATION PROCEDURE

A. FREQUENCY.

CDC Teachers

Effective with the 2008-09 school year, CDC unit members with permanent status shall be evaluated at least every five (5) years if they have been employed by the district for ten (10) years or more as a CDC teacher and if the evaluator and the unit member consent to such time line. In order to be eligible for the five year cycle a unit member's most recent evaluation must contain an overall rating of ~~at least Satisfactory or Effective.~~

Head Start Special Contract Teachers. ~~Following three (3) consecutive years of completely satisfactory or effective final evaluations, #Teachers will be formally evaluated every other year annually. for as long as final evaluations continue to be completely satisfactory or effective.~~

- E. **SETTING OF OBJECTIVES/ACTION PLAN.** By the end of the sixth school week each evaluatee shall be responsible for proposing in writing to the evaluator specific objectives action plans and standards to be achieved within areas of performance. The evaluator may propose and/or require additional objectives components in the action plan and standards for each evaluatee in accordance with the position and assignment. Employees will be advised if there is to be a specific area(s) of concentration.
- G. **OBSERVATIONS.** Observations shall be both formal and informal. The number of formal observations shall routinely be three (3). With agreement of both evaluatee and evaluator the number may be reduced to two (2) or one (1) in cases of obviously satisfactory effective performance by tenured employees. Additional observations shall be conducted when deemed necessary by either the evaluatee or evaluator.

3. Policy for Tuition Reimbursement:

- a. ~~Courses must be related to completion of an initial associate and initial bachelor level degree.~~
- b. ~~Courses must be taken at an accredited college or university.~~
- c. ~~Reimbursement shall be made only upon presentation of evidence of payment for and successful completion of courses (as evidenced by a passing grade or better). Documentation must be presented to the Department of Human Resource Services within 90 calendar days after the course completion date for reimbursement.~~

4. Nature of Reimbursement:

- a. ~~Reimbursement shall be made in the amount of expenditures for tuition and registration fees.~~
- b. ~~Reimbursement shall be limited to four (4) courses each academic year for each bargaining unit member subject to availability of program funds.~~

5. Procedure for Tuition Reimbursement:

- a. ~~The employee shall apply for Tuition Reimbursement through such supervisory channels as are designated by the Director of his/her department, on forms provided by the Assistant Superintendent of Human Resource Services (or his/her designee from within the Human Resource Services Department).~~
- b. ~~An employee may appeal denial of the request by the CDC/Head Start Director to the Assistant Superintendent of Human Resource Services' decision (unless the reason for denial is lack of funds) to the grievance procedure provided in this agreement.~~
- c. ~~Upon completion of an approved course, the employee shall request the institution to certify fees paid and grade achieved, and to send certification to the Human Resource Services Department.~~

APPENDIX D: BUDGET AND PERSONNEL CDC/AD-HOC COMMITTEE (MOU)

The District and TALB agree that the Budget and Personnel CDC Shared Decision-Making Committees will work together as a special ad hoc committee for the purpose of developing, drafting, revising salary schedules for CDC/Head Start unit personnel. It is the intent of the parties that, to the extent feasible, the revised salary schedules, should

APPENDIX F: DISTRICT INTERNET AND ELECTRONIC MAIL GUIDELINES AND PROCEDURES (MOU)

District Technology Internet and Electronic Mail Guidelines and Procedures for Represented Certificated Staff

All access to the Internet sites is routed through a "technology protection measure" designed to filter out material that is in violation of the District's Internet policies. This filter will block most objectionable material. Users should be aware that some objectionable material may be missed

Members of the certificated teachers bargaining unit may engage in teacher association business on the District computer networks. Such teacher association business shall be conducted during non-duty hours which are defined in Article IV, Section C of this Agreement. Association use of District e-mails shall be limited to the following: authorized Association representatives may use District e-mails to provide notice of meetings, agendas for meetings, minutes of meetings, confirmation of a meeting with a District representative, or a limited distribution communique between an authorized Chapter officer and a District representative; the Association will not use e-mail to denigrate the District or its personnel and will observe the prohibitions of Education Code, Section 7054.

The Long Beach Unified School District respects the privacy of all certificated teacher users. System administrators and their staff may not log on to a user's account or view a user's files without explicit permission from the user (for example, by setting file access privileges). Exceptions arise when the user's account is suspected either of disrupting or endangering the security or integrity of any **District technology** network systems or services or of violations of applicable school district policies, federal or state law. Even then, the system administrator must normally obtain prior approval of the **Executive Director of Information Services or the Deputy Superintendent of Education Services** unless grave danger to the continued operation of the **District's technology** systems requires emergency action.

This does not preclude ~~system administrators~~ **Technology and Information Services** staff from maintaining and monitoring system logs of user activity ~~from within the District firewall on school district property~~ **which access District technology systems**. Moreover, automated searches for **activities files** that endanger system security or integrity are performed regularly to protect all users. **Technology and Information Services** ~~System~~ administrators may take appropriate action in response to detection of such **activity files** (typically removal of those **infected** files and possibly suspension of the user's accounts until the matter can be resolved).

Use of **District technology systems** ~~the computer network~~ may be revoked at any time for inappropriate use. The Technology and Information Services Branch, in collaboration with school administration, will be the sole determiners of what constitutes inappropriate behavior according to local, state, and federal law. The violation of any item contained in this policy may result in the loss of ~~computer access and/or to District technology systems~~ other disciplinary action, as well as possible punitive action as provided for by local, state, and federal law.

~~The Ssecurity of~~ **on any information computer system** is a high priority, especially any system that has many users and/or Internet access. Represented certificated ~~staff~~ members shall not let others use his or her account or password as he or she has a reasonable responsibility for all actions related to his or her account. Certificated staff must notify school administrators immediately if their password is lost or stolen or if they think someone has access to their account. Represented certificated employees are to use only the network directories and resources that have been assigned for their use. Unauthorized access to any other level of the system, or other system resources, is strictly prohibited. Users will make no attempt to bypass the District anti-virus software, firewall, filtering and safeguards. When finished with a computer represented certificated employees are expected to logout where appropriate.



HUMAN RESOURCE SERVICES

School Year _____

CERTIFICATED INSTRUCTIONAL PERSONNEL EVALUATION
Child Development Center and Head Start

Regular Contract (RC) _____ Temporary Contract (TC) / Special Contract (SC) _____ Interim Evaluation _____
1st Year (Probationary) _____ Final Evaluation _____
2nd Year (Probationary) _____
Permanent _____

Evaluatee: _____ School or Office: _____
Assignment: _____ Dates of Observations: _____

Table with 2 columns: Rating Symbol and Explanation. Includes Distinguished, Effective, *Developing, and *Unsatisfactory with their respective descriptions and a note that comments are required for the latter two.

1. Engages and Supports All Students in Learning

_____ Distinguished _____ Effective _____ *Developing _____ *Unsatisfactory

- Using knowledge of students to engage them in learning through differentiating instruction based on their strengths, interests and needs. (1.1)
Connecting learning to students' prior knowledge, background and life experiences. (1.2)
Connecting subject matter to meaningful, real-life contexts and purpose for learning. (1.3)
Using a variety of instructional strategies and a variety of resources and technologies to meet students' diverse learning needs. (1.4)
Promoting critical thinking through inquiry, problem solving, technology and reflection. (1.5)
Monitoring student learning and adjusting instruction by incorporating a variety of strategies while teaching to insure progress of pupils towards the standards. (1.6)
Supporting children's feelings, perceptions, behaviors, culture and interactions, and seeking to include all children in early care and education settings. (ECE)

Comments:

2. Creates and Maintains Effective Learning Environments

_____ Distinguished _____ Effective _____ *Developing _____ *Unsatisfactory

- Promoting social development and responsibility within a caring community where each student is treated fairly and respectfully. (2.1)
Creating and maintaining safe physical environments that promote student learning, reflect diversity, and encourage constructive and productive interactions among students. (2.2, 2.3)
Creating a rigorous learning environment with high expectations for all students (2.4)
Developing, communicating, and maintaining high standards for individual and group behavior. (2.5)
Employing classroom routines, procedures, norms, and supports for positive behavior to ensure a climate in which all students can learn. (2.6)
Using instructional time to organize learning. (2.7)
Valuing play and a safe learning environment with a focus on self-care, health and nutrition. (ECE)

Comments:

6. Developing as a Professional Educator

_____ Distinguished _____ Effective _____ *Developing _____ *Unsatisfactory

- Reflecting on teaching practice in support of student learning. (6.1)
- Establishing professional goals and engaging in continuous and purposeful professional growth and development. (6.2)
- Collaborating with colleagues and the broader professional community, as available, to support teacher and student learning. (6.3)
- Working with families to support student learning. (6.4)
 - Including family participation in the creation and development of policies and practices concerning health, safety, nutrition and physical development. (ECE)
 - Viewing the family as a child's primary teacher, and striving for effective and respectful communication with all stakeholders. (ECE)
- Promoting collaboration between school and community in support of the instructional program. (6.5)
- Managing professional responsibilities to maintain motivation and commitment to all students. (6.6)
- Demonstrating professional responsibility, integrity, and ethical conduct. (6.7)

Comments:

Specific Suggestions for Next Steps and/or Areas of Needed Improvement:

Overall Comments:

Continued Service: _____ Recommended _____ Recommended Contingent Upon Improvement _____ Not Recommended (TC, SC)

Date of Conference Held

Printed Name of Evaluator

Signature of Evaluator

Date of Receipt of Written Report

Signature of Evaluatee

Printed Name of Other Participant Date

Signature of Other Participant Date

Printed Name of Other Participant Date

Signature of Other Participant Date

_____ The evaluatee may be eligible for the 5-year evaluation cycle in the _____ school year.

This evaluation has been discussed with me. Signing this form does not necessarily mean that I agree with all ratings.
You have the opportunity to review and comment thereon in accordance with Education Code, Section 44031, if you so desire. Ten (10) days from the date of this "Interim/Final Evaluation," this document will be placed in your personnel file. You have the right to respond and have your response placed in your personnel file.

Copies to: Human Resource Services, Employee, and School or Office

3. Understands and Organizes Subject Matter for Student Learning

_____ Distinguished _____ Effective _____ *Developing _____ *Unsatisfactory

- Demonstrating knowledge of subject matter, academic content standards, and curriculum frameworks. (3.1)
- Applying knowledge of student development and proficiencies to ensure student understanding of subject matter. (3.2)
- Organizing curriculum to facilitate student understanding of the subject matter. (3.3)
- Utilizing instructional strategies that are appropriate to the subject matter. (3.4)
- Using and adapting resources, technologies, and standards-aligned instructional materials, including adopted materials, to make subject matter accessible to all students. (3.5)
- Addressing the needs of English learners and students with special needs to provide equitable access to the content. (3.6)

Comments:

4. Plans Instruction and Designs Learning Experiences for All Students

_____ Distinguished _____ Effective _____ *Developing _____ *Unsatisfactory

- Using knowledge of students' academic readiness, language proficiency, cultural background, and individual development to plan instruction. (4.1)
- Establishing and articulating goals for student learning. (4.2)
- Developing and sequencing long-term and short-term instructional plans based on District guidelines (as applicable) to support student learning. (4.3)
- Planning instruction that incorporates appropriate strategies and curricular objectives to meet the learning needs of all students. (4.4)
- Adapting instructional plans and curricular materials to meet the assessed learning needs of all students. (4.5)
- Utilizing knowledge of child development and learning to plan and implement appropriate experiences. (ECE)

Comments:

5. Assesses Student Learning

_____ Distinguished _____ Effective _____ *Developing _____ *Unsatisfactory

- Applying knowledge of the purposes, characteristics, and uses of different assessments, both informal and formal. (5.1)
- Collecting and analyzing assessment data from a variety of sources to inform instruction. (5.2)
- Reviewing data, both individually and with colleagues, to monitor student learning. (5.3)
- Using assessment data to establish learning goals and to plan, differentiate, and modify instruction as permitted by District guidelines (as applicable). (5.4)
- Involving all students in self-assessment, goal setting, and monitoring progress. (5.5)
- Using technology to assist in assessment, analysis, and communication of student learning. (5.6)
- Using assessment information to share timely and comprehensible feedback with students and their families. (5.7)
- Utilizing observation as a basis for decision making, and reflecting on how personal biases may influence the use of tools and instruments to gather and interpret information about children and families. (ECE)

Comments:



EVALUATEE GOALS/ACTION PLAN AGREEMENT – CDC/HS

Name	School/Office	Grade/Subject	Date

Given Content Standards, curriculum objectives, program goals, data related to common assessments, curriculum guides, and supplementary instructional materials, each certificated employee will establish an action plan toward increased student achievement.

I. PROGRAM GOALS/ACTION PLAN

- Based on program data (given)
- To be developed by a committee of administrative staff and program stakeholders

A. Goal

B. Action Plan

C. End of Year Evidence that Goals/Action Plan has been attained

III. PROFESSIONAL GROWTH OR INDIVIDUAL ADMINISTRATOR GOALS/ACTION PLAN

- Match with instructional focus area(s)

A. Goal


B. Action Plan

C. End of Year Evidence that Goals/Action Plan has been attained

Memorandum of Understanding
Between
The Long Beach Unified School District
and
The Teachers Association of Long Beach

The Teachers Association of Long Beach (TALB) and the Long Beach Unified School District (LBUSD) enter into this Memorandum of Understanding as part of a wellness program and agree as follows:

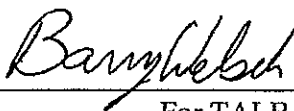
1. LBUSD will provide the Weight Watchers Health Solutions Program for unit members and spouses or domestic partners for the 2016-17 school year.
2. All benefit eligible unit members who elect to participate in the Weight Watchers Health Solutions Program offered by LBUSD will pay the following amounts:
 - a. Weight Watchers Health Solutions Program- with meetings: \$18.25 per month.
 - b. Weight Watchers Health Solutions Program- online only: \$8.05 per month.
3. To cover the cost of the Program, the rates for each health plan will be increased by \$1.00 per covered employee or retiree per month.
4. The Weight Watchers Health Solutions Program, including participant enrollment, will be reviewed and evaluated by TALB and LBUSD during April of 2016 and may be continued for the 2017-2018 school year upon mutual written agreement of the parties.



For the LBUSD

12-3-15

Date



For TALB

12-3-15

Date