



A Report from the Long Beach Unified School District Negotiating Team ■ October 28, 2005

## Premise and Proposal Defined

Long Beach Unified School District and Teachers Association of Long Beach representatives met on Monday, October 24 and negotiated at TALB headquarters for approximately six hours.

The school district had proposed a non-discrimination clause which TALB rejected because the school district's premises (respect, free speech, etc.) for all proposals were not for inclusion in the contract. School district representatives explained:

- The difference between a premise and a proposal; a premise is an introduction or a basis for a discussion, while a proposal is an actual offer.
- The school district's premises reflected values for its certificated, classified and administrative staff.
- The school district was not willing to submit issues of free speech, privacy, teachers' classroom authority, etc., to an arbitrator. The school district asked TALB to reconsider the non-discrimination proposal.

## Progressive Discipline

TALB's Initial Proposals included: "The right to a negotiated and written progressive discipline process including disciplinary conferences and suspension procedures." The school district's October 19 proposal included pre-disciplinary protection and suspension procedures. On October 24 the TALB spokesperson stated, contrary to the union proposal, that he does not want suspension procedures.

## Professional Collaboration

TALB's initial proposal stated, "TALB and the District shall consult on the creation of a Professional Collaboration Article." In response, the school district proposed: "TALB and the district shall consult on the

creation of a Shared Decision Making/Collaboration Program. TALB and the district shall appoint a subcommittee to begin the process. Part of the process shall include a training component in site-based decision making. The committee will begin with the current model but is free to go beyond it. The focus shall be site-based." The district emphasized the need for more site flexibility than what TALB initially proposed.

## Student Discipline

In response to TALB's proposal, the school district shared the almost 100-page handbook, "Discipline Code and Procedures (Grades K-12)" along with the booklet, "Guidelines for Parents and Students," and asked that TALB review this information to see what, if anything, is missing.

## Employee Accident Reporting

Progress has been made toward creating contract language permitting teachers to share their accident or injury reports with TALB. This may be the subject of a tentative agreement at the next session.

## The Road Ahead

TALB's Initial Proposals contain approximately 240 separate proposals, which will be discussed in future negotiating sessions.

## Next Meeting: Monday, October 31

### *Facts from the Table*

and other collective bargaining updates  
are available online at

[www.lbusd.k12.ca.us](http://www.lbusd.k12.ca.us)

under Employee Relations Services.