



A Report from the Long Beach Unified School District Negotiating Team ■ December 12, 2005

Meeting of December 8, 2005

District Offers Counter-Proposals

Long Beach Unified School District and Teachers Association of Long Beach bargaining teams met for six hours at the TALB offices. The negotiators discussed evaluations, grievance procedures, kindergarten hours and classroom interruptions.

Some Evaluation Issues Resolved

The negotiators resolved language providing for a five-year evaluation cycle for veteran bargaining unit employees deemed highly qualified under No Child Left Behind. The teams also agreed:

- (1) that students would not be surveyed to evaluate teachers or administrators, and
- (2) at least one formal observation shall be scheduled in advance.

Still unresolved is the district's proposal that, subject to the grievance procedure, permanent unit members hired after 2006 would not advance on the salary schedule in the year following receipt of an unsatisfactory evaluation.

Grievance Compromise Rejected

TALB currently may file grievances under Article IV, Association Rights. TALB proposed that it be permitted to file grievances concerning other contract provisions. The school district agreed to this proposal provided TALB, in turn, identifies the affected employee or employees so that the facts behind the grievance can be resolved as swiftly as possible. TALB rejected this approach to problem solving.

Kindergarten Hours

The parties have agreed that kindergarten teachers' additional two hours beyond the 200 minutes can be spent with their own class without securing a waiver. Extended day kindergarten will remain voluntary.

Fewer Classroom Interruptions

TALB has expressed concern over classroom interruptions. The school district agreed that, absent emergencies, classroom interruptions should be minimized. The negotiators identified primary sources of interruption, listing call slips, in-house round-up, phone calls and PA system. The school district at the next meeting will present a proposal to regulate these interruptions.

Bargaining Continues Indefinitely

Negotiations continue indefinitely. TALB has submitted 244 proposals, each of which must be initially reviewed to determine:

- (1) what it means,
- (2) how it would work,
- (3) whether it provides a basis for mutually acceptable change, and
- (4) whether it is a matter over which the parties are required to negotiate.

Additional Meeting Dates

Negotiators have set these additional meetings:

Friday, December 16	District Office
Wednesday, January 11	District Office
Monday, January 23	TALB Office
Monday, January 30	District Office

Facts from the Table

and other collective bargaining updates
are available online at

www.lbusd.k12.ca.us

under Employee Relations Services.