

December 18, 2019

Forum on All Day Kindergarten set for Jan. 15

Teachers and administrators are encouraged to attend a forum on all day kindergarten. The forum is scheduled for 4 to 5 p.m. Wednesday, Jan. 15 in the Longfellow Elementary School Auditorium. [Forum Details - Flier](#)

November 21, 2019

Board Approves Raise for CSEA

The Long Beach Unified School District Board of Education approved a contract agreement this week with the local chapter of the California School Employees Association. Included in the tentative agreement are the same 2 percent ongoing salary increase and one-time “off schedule” 1 percent increase that parallel a recent agreement with the Teachers Association of Long Beach. The increases are retroactive to July 1, 2018.

CSEA members had voted to ratify the agreement earlier this week.

Retroactive checks for the 2 percent increase and the one-time 1 percent increase will be disbursed to qualifying employees as early as December. The one-time increase is 1 percent of the employee’s annual salary. The ongoing 2 percent increase also will be reflected on paychecks as early as December.

October 25, 2019

Tentative Deal with CSEA Includes Raise

Bargaining teams for the Long Beach Unified School District and Long Beach Chapter 2 of the California School Employees Association have reached a tentative agreement. Included in the tentative agreement are the same 2 percent ongoing salary increase and one-time “off schedule” 1 percent increase that parallel a recent agreement with the Teachers Association of Long Beach. The increases would be retroactive to July 1, 2018.

The latest tentative agreement is subject to ratification by CSEA's membership and then approval by the Board of Education.

A date and location for a ratification vote by CSEA members is being determined and will be communicated in the near future.

The school board is likely to consider the agreement in the coming weeks.

Pending approval, retroactive checks for the 2 percent increase and the one-time 1 percent increase would be disbursed to qualifying employees as early as December.

The one-time increase is 1 percent of the employee’s annual salary. The ongoing 2 percent increase also would be reflected on paychecks as early as December.

The bargaining teams spent considerable time discussing prorated health benefits for part-time classified employees. With the help of a state mediator, the bargaining teams mutually agreed to have the proration take effect during the 2021-22 school year. However, the school district will contribute 50 percent of the prorated premium for the lowest-cost district HMO if the employee chooses such a plan.

The tentative deal includes changes to several articles of the successor agreement.

Tentative Agreements: [CSEA Unit A](#) | [CSEA Unit B](#)

October 2, 2019

CSEA Negotiations Progressing

Bargaining teams for the Long Beach Unified School District and the local chapter of the California School Employees Association have met several times in recent months, most recently on Sept. 30, 2019. Significant progress has been made, and tentative agreements have been reached on 15 articles.

One article remains unresolved: Article V – Compensation/Health Benefits.

The bargaining teams have spent considerable time discussing prorated health benefits for part-time classified employees. Currently, the school district does not prorate its health benefit contribution for part-time classified employees. The district pays the same contribution for part-time classified employees as it does for full-time classified employees.

The school district is proposing to prorate its health benefit contribution for part-time classified employees to create parity with other employee groups and to better manage increasing health benefit costs. The district's interest in parity with other employee groups also is consistent with practices in the vast majority of surrounding school districts. At the next negotiation session on Oct. 14, a state mediator will work with both bargaining teams on this last remaining issue. The school district will inform classified employees if a tentative agreement is reached.

July 16, 2019

CSEA Negotiations Continue

The Long Beach Unified School District and the California School Employees Association have been negotiating a successor collective bargaining agreement since last March. The bargaining teams have reached tentative agreement on 11 articles.

Five articles remain unresolved. This includes Article II – Reserved Rights of District, Article III – Association Rights, Article V – Compensation/Health Benefits, Article VI – Hours, and Article IX – Transfers and Promotions.

The bargaining teams have spent considerable time discussing prorated health benefits for part-time classified employees. Currently, the school district does not prorate its health benefit contribution for part-

time classified employees. It pays the same contribution for part-time classified employees as it does for full-time classified employees.

This practice differs from all other employee groups, including management and certificated. For these groups, the district pays a prorated health benefit contribution based on the employee's regular assigned hours. Thus, for example, if an employee's regular assignment is 75 percent of a full-time assignment, the employee would receive 75 percent of the district's health benefit contribution.

The school district is proposing to prorate its health benefit contribution for part-time classified employees to create parity with other employee groups and better manage increasing health benefit costs.

The 2018-19 cost for part-time classified bargaining unit health benefits was \$7,526,868.00. Of this amount, \$1,955,722.00 was attributable to the cost of paying the district's full health benefit contribution for part-time classified employees. This amount is equivalent to a 2 percent salary increase for classified employees.

The cost of health benefits is increasing each year. The school district projects health benefit costs to increase by 7 percent in the foreseeable future. It is important for the district to consider cost containment options in order to manage these rising costs in the future.

Bargaining teams for the school district and CSEA continue working in earnest to resolve any remaining issues. The school district will keep classified employees informed in a timely fashion as further progress is made.

April 4, 2019

Board OKs Raises for Teachers, Non-Reps

The Long Beach Unified School District Board of Education approved salary increases for Teachers Association of Long Beach members and non-represented employees last week.

TALB members and qualifying non-represented employees, including managers, will receive an ongoing salary increase of 2 percent, and a one-time increase of 1 percent.

The salary increase for TALB members was part of a contract agreement approved by the school board after teachers had ratified the agreement with a yes vote of more than 97 percent.

The ongoing 2 percent raise is retroactive to July 1, 2018. The one-time, or "off schedule," payment provides 1 percent of earnings for the entire 2018-19 fiscal year.

Qualifying employees will see the ongoing 2 percent raise reflected on paychecks as early as May, and retroactive checks for the 2 percent will be issued that same month. The one-time payment of 1 percent will be issued as soon as October.

The school district also has begun bargaining with the California School Employees Association.

The new agreement with TALB also makes some adjustments to language in the contract categories of association rights, days and hours, leaves of absence, transfers, safety conditions of employment, evaluation procedures, shared decision making, and Child Development Center job specifications. A

Memorandum of Understanding was signed to support grant opportunities for the Child Development Center and to continue reassignments.

March 7, 2019

Raise Included in Tentative Deal with TALB

Bargaining teams for the Long Beach Unified School District and the Teachers Association of Long Beach have reached a tentative contract agreement that includes an ongoing salary increase of 2 percent, plus a one-time increase of 1 percent.

Pending approval by the TALB membership and the Board of Education, the ongoing 2 percent raise would be retroactive to July 1, 2018. The one-time, or “off-schedule,” payment provides 1 percent of earnings for the entire 2018-19 fiscal year.

The vote on the tentative contract by TALB’s membership is scheduled for March 11 to 15. A Board of Education vote is tentatively scheduled to follow on March 27.

The school board is likely to consider a similar compensation adjustment on March 27 for non-represented employees.

Qualifying employees would see the ongoing 2 percent raise reflected on paychecks as early as May, and retroactive checks for the 2 percent would be issued that same month. The one-time payment of 1 percent would be issued as soon as October.

The school district will begin bargaining with the California School Employees Association in the coming weeks.

The tentative agreement with TALB also makes some adjustments to language in the contract categories of association rights, days and hours, leaves of absence, transfers, safety conditions of employment, evaluation procedures, shared decision making, and Child Development Center job specifications. In addition, a Memorandum of Understanding was signed to support grant opportunities for the Child Development Center and to continue reassignments.

Tentative Agreements: [K-12](#) | [CDC-Head Start](#)

May 10, 2018

Board OKs Raise For CSEA Members

The Long Beach Unified School District Board of Education approved a contract last week that includes a salary increase for members of the California School Employees Association. CSEA members will receive an ongoing raise of 1 percent, plus a one-time increase of 1 percent.

The board approved the same salary increase last month for Teachers Association of Long Beach members and non-represented employees.

For all qualifying employees, the ongoing 1 percent raise is retroactive to July 1, 2017. The one-time, or “off schedule,” payment provides 1 percent of earnings for the entire 2017-18 fiscal year. Employees will see the ongoing 1 percent raise reflected on paychecks no later than June 22, 2018, and retroactive checks no later than June 15, 2018. Then the one-time payment of 1 percent would be issued as soon as September.

April 26, 2018

Board OKs Raises for Teachers, Non-Reps

The Long Beach Unified School District Board of Education approved salary increases for Teachers Association of Long Beach members and non-represented employees last week. The board also is likely to consider compensation for California School Employees Association members at its next regular meeting on May 2.

TALB members and non-represented employees, including managers, will receive an ongoing salary increase of 1 percent, plus a one-time increase of 1 percent. The salary increase for TALB members was part of a contract agreement approved by TALB and the school board. The school district also has reached a tentative contract agreement with Long Beach Chapter 2 of CSEA. That tentative agreement includes the same salary increase that teachers and non-represented employees will receive.

The ongoing 1 percent raise would be retroactive to July 1, 2017. The one-time, or “off schedule,” payment provides 1 percent of earnings for the entire 2017-18 fiscal year. The earnings calculation for that fiscal year will include the retroactive pay.

Employees will see the ongoing 1 percent raise reflected on paychecks no later than June 22, 2018. Retroactive checks will be issued no later than June 15, 2018. Then the one-time payment of 1 percent would be issued as soon as September. The same timeline applies to CSEA members, pending school board approval of that contract on May 2. CSEA’s membership has ratified that contract with a 99 percent yes vote.

April 13, 2018

TALB Ratifies Deal, CSEA to Vote Soon

Teachers Association of Long Beach members ratified a tentative contract with the Long Beach Unified School District recently by a 96.3 percent yes vote, and members of Chapter 2 of the California School Employees Association will vote on a tentative contract next week. Both tentative agreements are pending the Board of Education’s approval and include an ongoing salary increase of 1 percent, plus a one-time increase of 1 percent.

The vote by CSEA’s membership is scheduled for Tuesday, April 17 from 10 a.m. to 6:15 p.m. at the Teacher Resource Center.

The school board is likely to consider the TALB contract along with compensation for nonrepresented employees at its regular April 18 meeting. Consideration of the CSEA contract by the school board would

happen at a subsequent meeting once CSEA's membership ratifies.

Tentative Agreements: [TALB](#) | [CSEA Unit A](#) | [CSEA Unit B](#)

March 23, 2018

Raise Included in Tentative TALB, CSEA Deals

The Long Beach Unified School District and bargaining teams for the Teachers Association of Long Beach and Long Beach Chapter 2 of the California School Employees Association have reached tentative contract agreements that include an ongoing salary increase of 1 percent, plus a one-time increase of 1 percent.

Pending approval by the membership of the employee groups and the Board of Education, the ongoing 1 percent raise would be retroactive to July 1, 2017. The one-time, or "off schedule," payment provides 1 percent of earnings for the entire 2017-18 fiscal year. The earnings calculation for that fiscal year will include the retroactive pay.

TALB and CSEA members would see the ongoing 1 percent raise reflected on paychecks no later than June 22, 2018, and retroactive checks no later than June 15, 2018. Then the one-time payment of 1 percent would be issued as soon as September.

Health benefits coverage is not affected in terms of co-pays, co-insurance, deductibles, out-of-pocket limits, covered services and prescription coverage formularies. The school district, TALB and CSEA have reached separate agreements to move from Blue Shield to Aetna for administration of PPO and HMO plans beginning July 1, 2018. A separate letter to employees on the Aetna move has been distributed.

The tentative agreement with TALB also includes changes regarding faculty/staff mailboxes, parental leave for child bonding/child care, transfers/reassignments and the sick leave donation program.

Tentative Agreements: [TALB](#) | [CSEA Unit A](#) | [CSEA Unit B](#)

May 24, 2017

Board OKs Raise for TALB, CSEA, Non-Reps

The Long Beach Unified School District Board of Education has unanimously approved a 2 percent ongoing salary increase and one-time "off schedule" 1 percent increase for qualifying teachers, classified employees and non-represented employees. The increases are retroactive to July 1, 2016.

The raises for teachers and classified employees were part of bargaining agreements approved by the school board, the Teachers Association of Long Beach, and Long Beach Chapter 2 of the California School Employees Association.

Health care costs have been contained so that employees will again avoid paying monthly premium payroll deductions for health benefits.

Retroactive checks for the 2 percent increase are scheduled to be disbursed June 16. The ongoing 2 percent increase will appear on paychecks starting June 23. The one-time, off-schedule increase will be

issued as early as Sept. 8 in a lump sum as 1 percent of the employee's annual salary.

TALB's K-12 membership ratified the agreement with about a 98 percent yes vote, while CSEA ratified with a 99 percent yes vote.

April 27, 2017

Tentative Deal with CSEA Includes Raise

Bargaining teams for the Long Beach Unified School District and Long Beach Chapter 2 of the California School Employees Association have reached a tentative agreement. Included in the tentative agreement are the same 2 percent ongoing salary increase and one-time "off schedule" 1 percent increase that were part of the recently announced tentative agreement with the Teachers Association of Long Beach. The increases would be retroactive to July 1, 2016.

The latest tentative agreement is subject to ratification by CSEA's membership and then approval by the Board of Education. CSEA has scheduled their ratification meeting for 10 a.m. to 6:15 p.m. Monday, May 1 at the Teacher Resource Center, 1299 E. 32nd St. in Signal Hill.

The school board is likely to consider both the CSEA and TALB agreements in the coming weeks, along with the same salary increase for qualifying non-represented employees. Pending the school board's approval of these agreements, retroactive checks for the 2 percent increase would be disbursed as early as June 16. The ongoing 2 percent increase could appear on paychecks starting June 23. The one-time, off-schedule increase would be issued as early as Sept. 8 in a lump sum as 1 percent of the employee's annual salary.

As with TALB, the bargaining team for CSEA had reached a separate agreement on health benefits in prior weeks. CSEA's membership ratified that health benefits agreement on March 16. Health care costs have been contained so that employees will again avoid paying monthly premium payroll deductions for health benefits.

The newest tentative deal with CSEA also includes language changes regarding parental leave due to the birth or adoption of a child.

[View the Tentative Agreement with CSEA Unit A](#)

[View the Tentative Agreement with CSEA Unit B](#)

[View the Effects of Layoffs Memorandum of Understanding](#)

[View the Head Start Memorandum of Understanding](#)

March 30, 2017

Tentative Agreement Reached with TALB

The Long Beach Unified School District and the Teachers Association of Long Beach have reached a tentative contract agreement that includes a 2 percent ongoing salary increase and a one-time "off

schedule” 1 percent increase for the current fiscal year. Both increases would be retroactive to July 1, 2016.

A separate tentative agreement on health care had already been reached with TALB in recent weeks. Under that tentative health care agreement, costs have been contained so that TALB members will again avoid paying monthly premium payroll deductions for health benefits.

Retroactive checks for the 2 percent increase would be disbursed as early as June 16 pending ratification of the agreement by TALB’s membership and approval by the LBUSD Board of Education. The ongoing increase could appear on paychecks starting June 23. The one-time, off-schedule increase would be issued as early as Sept. 8 in a lump sum as 1 percent of the employee’s annual salary.

The tentative agreement makes some adjustments to language in the contract categories of adjunct duties, replacement services during conference periods, electronic grading and communication, class size and staffing ratios and evaluation procedures.

Meanwhile the bargaining team for classified employees also has reached a tentative agreement on health care that mirrors TALB’s. Negotiations on compensation for classified employees continues in the coming days.

[View the healthcare tentative agreement with TALB](#)

[View the main tentative agreement with TALB](#)

[View the Educare Job Descriptions](#)

March 17, 2016

Board OKs Deal With CSEA for 5% Raise

The Board of Education unanimously approved an agreement this week with Long Beach Chapter 2 of the California School Employees Association, providing a 5 percent salary increase retroactive to July 1, 2015. The agreement includes the same salary increase and health benefit package that was provided to Teachers Association of Long Beach members and to non-represented employees earlier this year.

The school board’s approval of the raise for qualifying classified employees came after CSEA members ratified the agreement by a 99 percent yes vote.

The target date for retroactive checks to be issued to qualifying employees is May 20. Then the 5 percent increase will be reflected on subsequent paychecks. The 5 percent increase also applies to career increments (longevity), retroactive to July 1, 2015.

When combined with last school year’s 5 percent raise and the prior year’s 3 percent raise, the newest agreement brings the total salary increase to 13 percent over three years for these employees, with no monthly premium co-payment for health plans.

The agreement with CSEA includes the adoption of the National Formulary pharmacy plan for the Blue Shield PPO effective July 1, 2016 and provides for a school district subsidy for participation in Weight Watchers as part of LBUSD’s wellness program.

Other modifications to the CSEA contract involve language about receiving compensation for unused compensatory time, updates to adoption leave, clarifications on evaluation procedures and progressive discipline, technical updates to titles, and revisions to the school district technology guidelines.

The new contract runs through Oct. 31, 2018 with annual reopeners on selected articles.

March 3, 2016

Tentative Deal with CSEA on 5% Raise

Bargaining teams for the Long Beach Unified School District and Long Beach Chapter 2 of the California School Employees Association have reached a tentative agreement that includes the same 5 percent salary increase retroactive to July 1 and the same health benefit package that was provided to Teachers Association of Long Beach members and to non-represented employees earlier this year.

The tentative agreement is subject to ratification by CSEA's membership and then approval by the Board of Education. CSEA has scheduled their ratification date on Thursday, March 10 in room 1 at the Teacher Resource Center, 1299 E. 32nd St., Signal Hill.

Pending approval, CSEA members could receive retroactive checks as early as May 20. Then the 5 percent increase would be reflected on subsequent paychecks. The 5 percent increase also would apply to career increments (longevity), retroactive to July 1.

When combined with last school year's 5 percent raise and the prior year's 3 percent raise, the tentative agreement if ratified would bring the total salary increase to 13 percent over three years for these employees, with no monthly premium co-payment for health plans.

The agreement with CSEA includes the adoption of the National Formulary pharmacy plan for the Blue Shield PPO effective July 1, 2016 and provides for a school district subsidy for participation in Weight Watchers as part of LBUUSD's wellness program.

Other modifications to the CSEA contract involve language about receiving compensation for unused compensatory time, updates to adoption leave, clarifications with evaluation procedures and progressive discipline, technical updates to titles, and revisions to the school district technology guidelines.

The contract would run through Oct. 31, 2018 with annual reopeners on selected articles.

January 6, 2016

Board OKs 5% Raise for Teachers, Non-Reps

The Board of Education at its regular meeting this week unanimously approved a 5 percent salary increase for teachers and non-represented employees, retroactive to July 1 of 2015.

The raise for teachers was part of a bargaining agreement approved by both the school board and the Teachers Association of Long Beach. The board's final approval came after TALB's K-12 membership ratified the agreement by a 99.2 percent vote.

The target date for retroactive checks to be issued to qualifying employees is Feb. 26. Then the 5 percent increase will be reflected on subsequent paychecks. The 5 percent increase also would apply to career increments (longevity), retroactive to July 1 for TALB members and non-represented employees.

When combined with last school year's 5 percent raise and the prior year's 3 percent raise, the newest agreement brings the total salary increase to 13 percent over three years for these employees, with no monthly premium co-payment for health plans.

The agreement with TALB includes the adoption of the National Formulary pharmacy plan for the Blue Shield PPO effective July 1, 2016 and provides for a school district subsidy for participation in Weight Watchers as part of LBUSD's wellness program. The same pharmacy plan change and Weight Watchers subsidy holds true for non-represented employees.

Other modifications to the TALB contract include updating CDC/Head Start teacher evaluation language and evaluation forms, salary schedule placement, maternity and paternity leave for child bonding and the school district technology guidelines. Two LBUSD/TALB joint committees will be formed to review the electronic grading and communication systems and review the language for the re-establishment of a Peer Assistance and Review Program.

The new TALB contract runs through June 30, 2018 with reopeners on selected articles each year.

The school district plans to negotiate compensation with the local California School Employees Association chapter in the coming weeks.

December 18, 2015

Teachers OK Tentative Deal, 5% Raise

Bargaining teams for the Long Beach Unified School District and the Teachers Association of Long Beach have reached a tentative contract agreement that includes a 5 percent salary increase for teachers retroactive to July 1 of this year. TALB's K-12 membership ratified the tentative agreement by a 99.2 percent vote this week, and the Board of Education will likely consider the contract for final approval at its Jan. 5 meeting.

The school board also is likely to consider a similar salary and benefits deal for non-represented employees at the Jan. 5 meeting.

Pending the school board's OK, the target date for retroactive checks to be issued to qualifying employees is Feb. 26. Then the 5 percent increase would be reflected on subsequent paychecks. The 5 percent increase also would apply to career increments (longevity), retroactive to July 1, for TALB members and non-represented employees.

When combined with last year's 5 percent raise and the prior year's 3 percent raise, the newest agreement would bring the total salary increase to 13 percent over three years for these employees, with no monthly premium co-payment for health plans.

The tentative agreement with TALB includes the adoption of the National Formulary pharmacy plan for the Blue Shield PPO effective July 1, 2016 and provides for a school district subsidy for participation in Weight Watchers as part of LBUSD's wellness program. The same pharmacy plan change and Weight Watchers subsidy would hold true for non-represented employees.

Other modifications to the TALB contract include updating CDC/Head Start teacher evaluation language and evaluation forms, salary schedule placement, maternity and paternity leave for child bonding and the school district technology guidelines. Two District/TALB joint committees would be formed to review the electronic grading and communication systems and review the language for the re-establishment of a Peer Assistance and Review Program.

The new TALB contract would run through June 30, 2018 with reopeners on selected articles each year.

The school district plans to negotiate compensation with the local California School Employees Association chapter in the coming weeks.

April 28, 2015

Tentative Deal With CSEA on 5% Raise

Bargaining teams for the Long Beach Unified School District and the local chapter of the California School Employees Association have reached a tentative agreement that includes the same 5 percent salary increase retroactive to July 1 and the same health benefit package that was provided to Teachers Association of Long Beach members and to non-represented employees earlier this year.

The tentative agreement is subject to ratification by CSEA's membership and then approval by the Board of Education. Pending approval, employees could receive retroactive checks as early as June.

Supporting documents are provided below:

[April 28 Tentative Agreement \(Unit A\)](#)

[April 28 Tentative Agreement \(Unit B\)](#)

[Tentative Agreement – Association Rights](#)

[Tentative Agreement - Compensation](#)

[Memorandum of Understanding – Seniority and Pay Cycle Committees](#)

April 22, 2015

5% Raise for CSEA Members Still Pending Agreement with Union

Bargaining teams for the Long Beach Unified School District and the local chapter of the California School Employees Association have met several times in recent months, most recently on April 17.

The school district has proposed the same 5% salary increase retroactive to July 1 and the same health benefit package that was provided to Teachers Association of Long Beach members and to non-represented employees earlier this year.

The bargaining teams have reached tentative agreement on most issues. In fact, CSEA Unit A, which represents most of the school district's classified employees and includes clerical and support services employees, has reached written or verbal tentative agreement on all issues. However, Unit A chose to wait until Unit B reached agreement before signing the documents.

Two issues remain unresolved with Unit B, which includes construction, maintenance, repair and transportation workers. The first issue is a change in contract language regarding leaves of absence.

The second issue with Unit B involves bus drivers. Existing contract language calls for the school district to guarantee an eight-hour workday for the school district's four bus drivers. Because no other job classification enjoys such a guarantee, the school district proposed eliminating this language. CSEA would not agree to such a proposal, so the school district proposed "grandfathering" in the existing four bus drivers so that they would be guaranteed eight hour workdays for the duration of their careers here. Under this proposal, the guarantee would not apply to any other current or future employees of the school district. Unit B rejected this proposal toward the end of the most recent bargaining session.

The bargaining teams will meet again on Tuesday, April 28.

Support materials, including the April 17 tentative agreement from the most recent bargaining session, are provided below:

[April 17 Tentative Agreement](#)

[Tentative Agreement – Association Rights](#)

[Tentative Agreement - Compensation](#)

[Memorandum of Understanding – Seniority and Pay Cycle Committees](#)

December 19, 2014

5% Raise OK'd for Teachers, Non-Reps

The Board of Education at a special meeting this Thursday approved a 5 percent salary increase for teachers and non-represented employees, retroactive to July 1 of this year.

The raise for teachers was part of a bargaining agreement approved by both the school board and the Teachers Association of Long Beach. The board's final approval came after TALB's membership ratified the agreement last week by a 99.2 percent vote.

The target date for retroactive checks to be issued to qualifying employees is Feb. 20. Then the 5 percent increase would be reflected on subsequent paychecks. The 5 percent increase also applies to career increments (longevity), retroactive to July 1, for TALB members and non-represented employees.

When combined with last year's 3 percent raise, the board's action this week brings the total salary increase to 8 percent over two years for these employees, with no monthly premium co-payment for health plans.

The agreement with TALB includes minor increases in deductibles and maximum out-of-pocket limits for the PPO health plan, but there is still no monthly premium co-payment for this plan. The same holds true for non-represented employees. The minor changes to the PPO plan will not take effect until 2016.

The TALB agreement includes a change in the health plan year from the current calendar year to match the school district's fiscal year (July 1 to June 30). Open enrollment in benefits will shift to May, with changes effective July 1. This will affect both teachers and non-represented employees.

The newly approved TALB contract will run through June 30, 2015.

The school district plans to negotiate compensation with the local California School Employees Association chapter in the coming weeks.

December 4, 2014

Teachers, Non-Reps to Receive 5% Raise

Bargaining teams for the Long Beach Unified School District and the Teachers Association of Long Beach have reached a tentative agreement that includes a 5 percent salary increase retroactive to July 1 of this year. The tentative deal is subject to ratification by TALB's membership and then approval by the Board of Education.

A ratification vote by TALB's membership is scheduled for Dec. 9 to 11. The school board would consider the agreement shortly after the membership's ratification. If the contract is approved, teachers could receive retroactive checks by the end of February. The 5 percent increase also applies to career increments (longevity), retroactive to July 1.

When combined with last year's 3 percent raise, the tentative deal brings the total salary increase to 8 percent over two years, with no monthly premium co-payment for health plans.

The tentative agreement includes minor increases in deductibles and maximum out-of-pocket limits for the PPO health plan, but there is still no monthly premium co-payment for this plan. These minor changes to the PPO plan would not take effect until 2016.

Other features of the tentative deal include:

- A Local Control Funding Formula class size alternative agreement;
- A Special Day Class agreement allowing the average size of these classes to increase from 12 to 14;
- Language allowing kindergarten teachers to choose to work with kindergarten students or in other classrooms;
- A change in the health plan year from the current calendar year to match the school district's fiscal year (July 1 to June 30). A shift in open enrollment would take place in May, with changes effective July 1.

The proposed contract would run through June 30, 2015.

December 18, 2013

Teachers, Non-Reps to Receive 3% Raise

The Long Beach Unified School District Board of Education approved 3 percent salary increases this week, retroactive to July 1 of this year, for eligible non-represented employees and members of the Teachers Association of Long Beach.

An improving state budget allows for the first salary increase in more than five years for both groups of employees.

The board's unanimous decision was accomplished in two votes – one approving a contract with TALB, and one approving the raise for non-represented employees.

The TALB contract included the raise and new language on K-12 shared decision making, days and hours, and evaluation. TALB's membership ratified the contract last week by a 99 percent yes vote, or 1,621 to 19.

The term of the new TALB contract runs through June 30, 2015, with reopeners for next year regarding salary, health benefits and evaluation, plus three articles selected by each party.

The school district plans to provide eligible employees their retroactive pay no later than Feb. 21, and possibly as soon as Jan. 24. The salary schedule increases will be reflected in eligible employees' paychecks no later than quadri-weekly period 9, which will be paid on Feb. 28, and possibly as soon as quadri-weekly period 8, which will be paid on Jan. 31.

LBUSD also plans to negotiate compensation with the local California School Employees Association chapter in the coming weeks.

December 5, 2013

Teachers Voting on 3% Salary Increase

Members of the Teachers Association of Long Beach are voting this week whether to ratify a tentative agreement reached with the Long Beach Unified School District. The tentative contract agreement includes a 3 percent salary increase retroactive to July 1, 2013.

Subject to Board of Education approval, the tentative agreement would provide the school district's teachers with their first raise in more than five years.

"We're pleased that the bargaining teams have arrived at this tentative agreement," said LBUSD Superintendent Christopher J. Steinhauser. "We believe this contract will help us to retain the best and brightest teachers, which is so vital to student success."

After the tentative agreement goes to TALB's membership for ratification, LBUSD's Board of Education could approve the agreement as early as Dec. 17.

The contract also includes some new language on K-12 shared decision making, days and hours, and evaluation.

The term of the new contract runs through June 30, 2015, with reopeners for next year regarding salary, health benefits, evaluation, plus three articles selected by each party.

View the full [Tentative Agreement](#) .

November 20, 2013

Tentative Agreement Reached with TALB

Teachers would receive a 3 percent raise retroactive to July 1, 2013.

The Long Beach Unified School District and the Teachers Association of Long Beach have reached a tentative contract agreement that includes a 3 percent salary increase retroactive to July 1, 2013.

The tentative agreement – subject to ratification by TALB’s membership and approval by the LBUSD Board of Education – would provide the school district’s teachers with their first raise in more than five years.

“We’re pleased that the bargaining teams have arrived at this tentative agreement,” said LBUSD Superintendent Christopher J. Steinhauser. “We believe this contract will help us to retain the best and brightest teachers, which is so vital to student success.”

After the tentative agreement goes to TALB’s membership for ratification, LBUSD’s Board of Education could approve the agreement as early as Dec. 17.

Tentative Agreement Details

Salary increase:

- 3 percent increase to bargaining unit salary schedules, stipends and rates of pay retroactive to July 1, 2013.

K-12 Shared Decision Making:

- Contractual election procedures for grade level, teacher council representative, department head, and Small Learning Community lead teachers at each site.
- Establish a school site contractual shared decision making model subject to negotiations in 2014-15.
- Establish a joint Common Core committee to work on implementation and make recommendations on spending; and establish that site-based decisions are made in collaboration with the site leadership team, including the TALB site rep.

K-12 Evaluation:

- Changes in evaluation terminology, and establish a four-tier rating system in the application of the California Standards for the Teaching Profession. Update of the existing evaluation forms. Continue work on updating CDC-Head Start evaluation and the Evaluation Handbook (the Green Book).

Days and Hours:

- Include already established Memorandum of Understanding regarding bell schedules into the contract (40-minute weekly preparation; elimination of elementary 60-minute discretionary weekly requirement).

Term:

- Contract runs through June 30, 2015, with reopeners for next year regarding salary, health benefits, evaluation, plus three articles selected by each party.

View the full [Tentative Agreement](#) .

February 21, 2013

Board, CSEA Reach Benefits Agreement

The Board of Education and the local chapter of the California School Employees Association have both voted to approve a health benefits agreement.

After CSEA approved the agreement by an 89 percent vote (90 percent of Unit A, and 88 percent of Unit B), the school board unanimously OK'd the deal at its regular meeting this week.

Under the newly approved Memorandum of Understanding (MOU), eligible CSEA bargaining unit members will no longer pay the current 5 percent employee contribution for health benefits. Instead, these employees will be subject to terms similar to the health benefits program recently approved for represented certificated employees and for non- represented employees.

View the [MOU](#) .

February 7, 2013

Classified Employees Voting on Benefits

The membership of the local chapter of the California School Employees Association is voting this week on a health benefits agreement with the Long Beach Unified School District.

Under the Memorandum of Understanding (MOU), eligible CSEA bargaining unit members would no longer pay the current 5 percent employee contribution for health benefits, but instead would be subject to terms similar to the health benefits program recently approved for represented certificated employees and for non-represented employees.

The vote by membership was to conclude by end of day on Thursday, Feb. 7.

Pending the CSEA membership's OK, the Board of Education would then consider the agreement for final approval.

View the [MOU](#) .

November 29, 2012

TALB Ratifies, School Board OKs Deal

The Long Beach Unified School District Board of Education and the membership of the Teachers Association of Long Beach have formally OK'd an agreement reached after more than 20 months of bargaining.

The school board unanimously approved the agreement after more than 92 percent of TALB's K-12 members voted in favor of ratifying the deal, with 1,597 of those members voting yes while 134 voted no. Nearly 90

percent of TALB's Child Development Center and Head Start bargaining unit members also approved the agreement, with 86 yes votes and 10 no votes.

The agreement saves about \$1.5 million in 2013 through health plan adjustments, including changes to pharmacy plans. Some plans will see increased co-pays for doctor's office and/or emergency room visits.

TALB and the school district have agreed on how to handle escalating health care costs in future years. The parties agreed that the school district's maximum contributions for medical premiums would be set at 100 percent of the 2013 Preferred Provider Organization (PPO) rates for employee, employee plus one, and family. The school district maximum contribution will then increase by 3.5 percent on January 1, 2014, and will then automatically increase by 3.5 percent every year thereafter.

Starting on Jan. 1, 2014, if health plan costs increase more than 3.5 percent, the employee will pay the difference. In the event that the increase is less than 3.5 percent, the difference is then credited to mitigate increases in future years.

A joint Health Benefits Committee will work to mitigate any cost increases for employees and the school district by considering plan design changes, provider selection, and wellness programs, and by educating employees.

The two parties also agreed to a plan to prevent the closure of LBUSD's Head Start early childhood program. This school year, Head Start will reduce teachers' work year by five days, from 193 to 188. The following school year will be reduced by six more days, from 188 to 182.

Read entire text of the [tentative agreement](#) that was approved.

November 5, 2012

LBUSD, TALB Reach Tentative Agreement

After more than 20 months of negotiations, the Long Beach Unified School District and the Teachers Association of Long Beach have reached a tentative agreement that includes health care cost containment measures. The tentative agreement is subject to ratification by TALB's members, and then approval by the Board of Education.

The tentative deal will save about \$1.5 million in 2013 through health plan adjustments, including changes to pharmacy plans. Some plans will see increased co-pays for doctor's office and/or emergency room visits.

The 2013 maximum annual contribution by the school district for medical plans will be based upon the district's 2013 Blue Shield Preferred Provider Organization plan rates (the most expensive plan), as adjusted by the cost containment changes in the above paragraph. This means that TALB members will continue to see no payroll deductions for health care premiums in 2013, regardless of which health plan they select. Aside from Blue Shield PPO, the school district also offers the choice of Blue Shield HMO and Kaiser health plans.

TALB and the school district have tentatively agreed on how to handle escalating health care costs in future years. The parties agreed that the school district's maximum contributions for medical premiums would be

set at 100 percent of the 2013 PPO rates for employee, employee plus one, and family. The school district contribution will then increase by 3.5 percent on January 1, 2014, and will then automatically increase by 3.5 percent every year thereafter.

Starting on Jan. 1, 2014, if the rate increase is greater than 3.5 percent, the employee will pay the difference. In the event that the rate increase is less than 3.5 percent, the difference is then credited to mitigate increases in future years.

A joint Health Benefits Committee will work to mitigate any cost increases for employees and the school district by considering plan design changes, provider selection, and wellness programs, and by educating employees.

“We’re pleased to announce this tentative agreement, which preserves affordable, high quality health care for our teachers, nurses and librarians,” said LBUSD Superintendent Christopher J. Steinhauser. “At the same time, we commend union leadership for agreeing to a collaborative method of controlling long-term costs. This is a fair deal that maintains our school district’s competitive salary and benefits package.”

TALB and the school district also agreed to a plan to prevent the closure of LBUSD’s Head Start early childhood program. While the Board of Education has approved a budget reduction that would eliminate the district’s Head Start program next school year, the tentative agreement calls for a shorter work year for Head Start teachers, making the program fiscally viable once more. This school year, Head Start will reduce teachers’ work year by five days, from 193 to 188. The following school year will be reduced by six more days, from 188 to 182. School district staff will recommend that the school board keep the program intact rather than eliminate it next school year.

[Read the tentative agreement.](#)

September 11, 2012

LBUSD Proposal Compares Favorably with Other Districts

The Long Beach Unified School District and the Teachers Association of Long Beach attended a Fact Finding Hearing on August 29, 2012 in an attempt to come to an agreement regarding the four open items in negotiations: health benefits, Head Start, shared decision making, and adjunct duties. The parties are anticipating the Fact Finding Panel’s report within the next 30 days. For more information on how fact finding works, see the May 11 Bargaining Update directly below this update.

In the meantime, it is important to reiterate the district’s position on health benefits, as well as provide accurate information as to the district’s health benefit costs and how they compare to the largest districts in California, teacher compensation, and state and district finances.

THE SCHOOL DISTRICT’S PROPOSAL ON HEALTH CARE BENEFITS

The school district's proposal on health care benefits is to implement an annual maximum employer contribution (or cap) for medical, dental and vision insurance premiums that is based on 95 percent of the 2012 premium costs of the most expensive plans. The annual maximum contribution would go into effect on Jan. 1, 2013.

This means that anyone who chooses the Kaiser plan or the Blue Shield HMO (Health Maintenance Organization) would currently pay nothing toward monthly health benefit premiums, as the cost of those plans would be less than the annual maximum district contribution. An employee who chooses the Blue Shield PPO (Preferred Provider Organization) medical plan would pay the insurance premiums that exceed 95 percent of the 2012 rates. The 2012 rates are as follows:

	Blue Shield PPO Delta Dental PPO Vision	Blue Shield HMO Delta Dental PPO Vision	Kaiser HMO Delta Dental PPO Vision
Employee Only	\$10,011	\$7,277	\$6,742
Employee + 1	\$17,586	\$13,400	\$12,552
Employee + Family	\$21,862	\$17,280	\$17,374

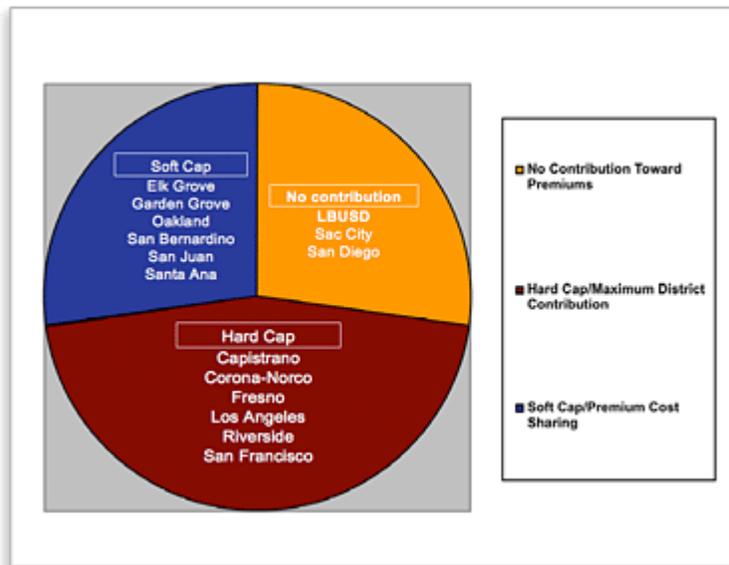
The above chart shows that the school district now pays up to \$21,862 per year for medical, dental and vision insurance that covers teachers and their families. The amount the school district pays depends on the type of plan the employee chooses, and whether the employee includes dependents on their insurance.

EMPLOYEE CONTRIBUTIONS TOWARD PREMIUMS AT OTHER DISTRICTS

Of the 15 largest school districts in California, besides Long Beach Unified, there are only two districts (Sacramento City Unified and San Diego Unified) whose employees do not contribute anything toward medical premiums. Sacramento City Unified does not offer a PPO to their employees, and San Diego Unified is currently dealing with a major budgetary crisis.

Six of the 15 largest school districts in California have a hard cap or a maximum employer contribution. Of the other nine districts, teachers in six of them pay some amount toward their medical premiums, either via a soft cap or cost-sharing mechanism. A soft cap is a maximum employer contribution with an automatic annual adjustment based upon a variety of factors. Teachers in Long Beach currently pay nothing toward health premiums.

The following pie chart describes teacher contributions toward medical premiums in the 15 largest districts in California:



Click Image to Enlarge

Sources: school districts' collective bargaining agreements

DISTRICTS WITH A HARD CAP -- The following is a more detailed summary of what the six school districts with a hard cap or district annual maximum contribution currently contribute toward medical premiums.

Capistrano Unified School District -- If a teacher chooses the HMO Plan for medical and dental, CUSD pays an annual maximum employer contribution as follows:

- Employee Only - \$5,213.30 (LBUSD's proposal is \$9,509.76)
- Employee + One - \$10,750.30 (LBUSD's proposal is \$16,706.93)
- Employee + Two or more - \$15,329.70 (LBUSD's proposal is \$20,768.18)

If a teacher chooses the PPO Plan for medical and dental, CUSD pays an annual maximum contribution as follows:

- Employee Only - \$6,717.80 (LBUSD's proposal is \$9,509.76)
- Employee + One - \$13,969.40 (LBUSD's proposal is \$16,706.93)
- Employee + Two or more - \$19,826.10 (LBUSD's proposal is \$20,768.18)

Any amount of premiums above that amount is the responsibility of the teacher.

Corona-Norco Unified School District -- CNUUSD pays the premiums for medical, dental and vision up to the following rates:

- Single Party - \$4,850 (LBUSD's proposal is \$9,509.76)
- Two party or employee plus child/children - \$5,600 (LBUSD's proposal is \$16,706.93)
- Family - \$6,770 (LBUSD's proposal is \$20,768.18)

Fresno Unified School District -- FUSD has a Joint Health Management Board that consists of representatives from labor and management (each have one vote). Fresno's contribution toward the "Health Fund" is capped based on an amount agreed upon for the 2004-05 fiscal year (\$13,649), which is adjusted year-to-year based on the increases or decreases in the funded cost of living adjustment.

Teachers currently contribute to the plans as follows:

- Plan A (PPO with \$250/\$500 deductible; 80/60 in/out of network) - \$1,920 single; \$2,760 family
- Plan B (PPO with \$1,000/\$2,000 deductible; 70/50 in/out of network) - \$720 single; \$1,200 family
- Plan C (Kaiser) - \$1,920 single; \$2,760 family

Los Angeles Unified School District -- LAUSD has a Health Benefits Committee (HBC), with representation from each union and the school district, which is responsible for all plan design modifications. LAUSD's annual "total contribution" or "total aggregate contribution" amounts are set forth in a 2012-14 Memorandum of Understanding between the district and the HBC. Contribution amounts are adjusted each year for increases or decreases in the number of qualified participants. The 2013 per-participant contribution amount results in employer contributions of \$10,137.97 per active enrollee. Eligible employees and their eligible dependents in Los Angeles currently do not contribute to medical, dental and vision premiums (with the exception of temporary contract teachers) because the HBC has been successful at controlling premium costs.

Riverside Unified School District -- RUSD pays the premiums for medical and vision up to \$9,500 per year and the premiums for dental up to \$955 per year. (LBUSD's proposal is \$9,509.76 for single, \$16,706.93 for employee plus one, and \$20,768.18 for family).

San Francisco Unified School District -- SFUSD's contribution toward medical benefits is capped at the amount allowable in the San Francisco City Charter. For the period July to December 2012, SFUSD's contribution is capped at the following rates:

- Employee Only - \$6,276 (LBUSD's proposal is \$9,509.76)
- Employee + One - \$8,960 (LBUSD's proposal is \$16,706.93)
- Employee + Two or more - \$9,560 (LBUSD's proposal is \$20,768.18)

DISTRICTS WITH COST SHARING OR SOFT CAP -- The following is a more detailed summary of what teachers in these six school districts pay toward medical premiums:

Elk Grove Unified School District -- Elk Grove only offers two HMO Plans – no PPO Plans.

Effective July 1, 2012, teachers pay 20 percent of the premium cost for the lowest cost plan (Kaiser), plus any additional buy up cost to the more costly plan, HealthNet-PremierCare w/AHC Rx.

Teachers currently contribute to the plans as follows:

- Kaiser (\$30 co-pay) - \$1,182 single; \$2,363 two party; \$3,344 three+ party.
- Health Net Premier (\$30 co-pay w/AHC Rx) - \$1,689 single; \$3,377 two party; \$4,779 three+ party.

Each unit member who submits to the Elk Grove district an approved wellness certification that verifies the unit member has satisfied all of the wellness requirements (for example; annual physical exam, online health risk assessment, comprehensive metabolic panel, a body mass index test and/or

other age appropriate screenings) shall receive a wellness rebate equal to 5 percent of the total premium cost of the low-cost plan based upon the subscriber level selected for the year.

Garden Grove Unified School District -- Teachers in GGUSD contribute toward their medical premiums on a tenths basis, as follows:

- Employee Only - \$50/month
- Employee + One - \$100/month
- Employee + Two or more - \$150/month

Oakland Unified School District -- Oakland only offers two HMO Plans – no PPO Plans. Teachers in OUSD currently contribute 0.65% of their salary toward medical premium costs.

San Bernadino City Unified School District -- SBCUSD’s contribution toward medical benefits is capped at the Health Net HMO rate. For Kaiser and the Health Net PPO, teachers in SBCUSD are required to contribute as follows:

- Kaiser – Employee Only - \$2,689
- Kaiser – Employee + One - \$5,782
- Kaiser – Employee + Family - \$7,934
- Health Net PPO – Employee Only - \$3,237
- Health Net PPO – Employee + One - \$6,961
- Health Net PPO – Employee + Family - \$9,550

San Juan Unified School District -- San Juan only offers two HMO Plans. No PPO Plans are offered. San Juan covers the HMO premium for employee only. Teachers contribute toward the premium cost if they have “employee + one” or “family” coverage. Employee contributions for 2012-13 are as follows:

- Employee + One - \$1,653
- Employee + Two or more - \$3,026

Santa Ana Unified School District -- Teachers in SAUSD contribute toward their medical premiums as follows:

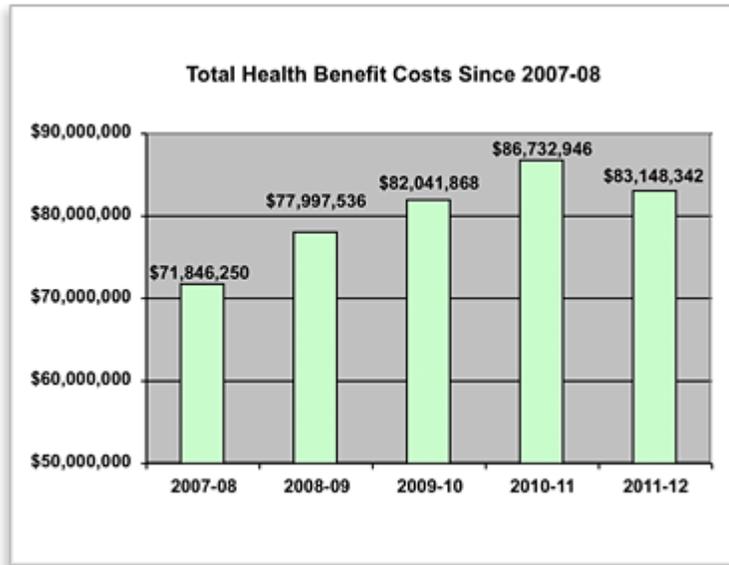
- Lower Cost HMO – Employee pays nothing toward premium
- Higher Cost HMO – Employee pays 5 percent of premium
- PPO – Employee pays 11 percent of premium

EMPLOYEE CONTRIBUTIONS TOWARD PREMIUMS FOR CITY EMPLOYEES

Employees at the City of Long Beach must contribute toward the cost of their medical benefits. The employee contributions range from \$912 per year to \$2,580 per year, depending on the choice of plan and level of coverage.

LBUSD COST OF HEALTH BENEFITS

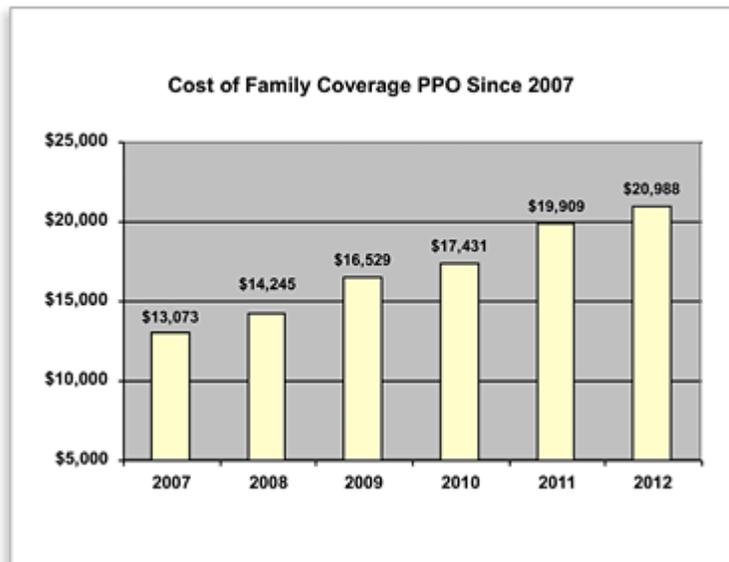
While the leadership of TALB asserts that health benefit costs are not increasing significantly, it is absolutely true that the costs of health benefits continue to rise, even as district funding has been significantly cut over the last five years. While TALB leaders reported a mix of budget and actual total health benefit costs in a recent communication to members, the actual total health benefit costs since 2007-08 are as follows:



Click Image to Enlarge

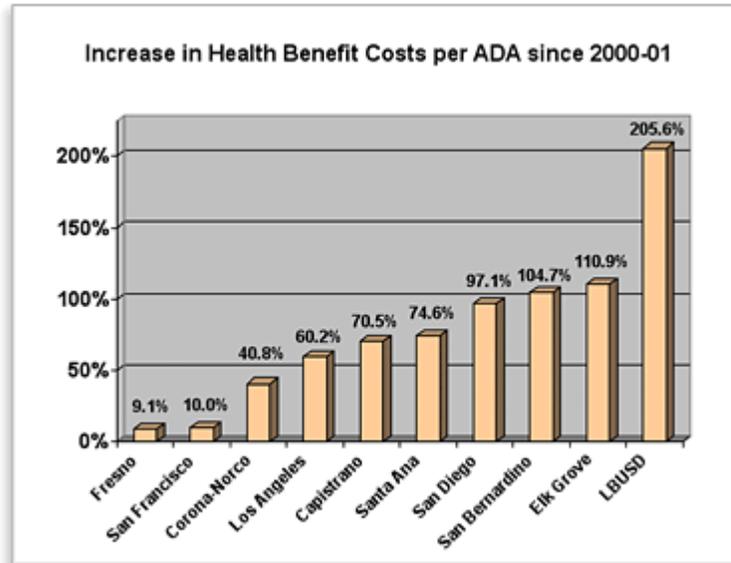
Source: Standardized Account Code Structure (SACS) Unaudited Actuals

Over that five year period, the district's total cost of health benefits increased 15.7 percent. This is at a time when the district's total revenue decreased 12.3 percent. In addition, the only reason that total health benefit costs decreased in 2011-12 was the district had significantly fewer certificated, classified and administrative staff due to layoffs and hiring freezes. Laying off more employees in the future is not the way the school district would prefer to control rising health care costs. The per-employee cost of health benefits rose much more dramatically over that same time period. For example, the cost of Family Coverage for the PPO Plan for that same time period increased 53.6 percent, as follows:



Click Image to Enlarge

Health and Welfare Benefit costs in LBUSD have risen dramatically and faster than in any of the largest school districts in California – by a long shot! Since 2001-02, LBUSD’s unrestricted health benefit expense per Average Daily Attendance increased more than 200 percent, while other large districts’ expenses grew significantly less.



Click Image to Enlarge

Source: State-Certified SACS Data, CADIE Report

PAYING A FAIR OVERALL COMPENSATION PACKAGE TO TEACHERS

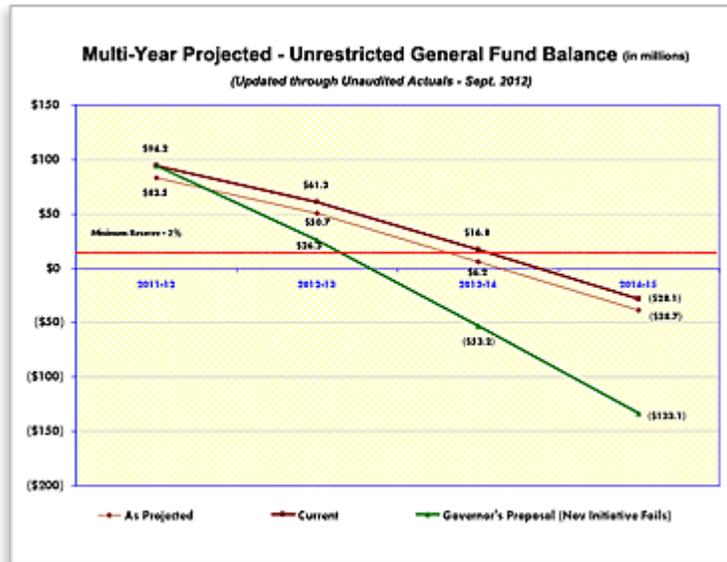
The school district values its relationship with its teachers and understands the need to compensate them fairly. TALB leaders have stated that health benefits are important to their members because their teachers have sacrificed on their salaries. However, the data show that the total compensation for LBUSD teachers is among the highest, not only in Los Angeles County and not only among the 15 largest districts in the state, but compared to the entire state. In fact, when compared to the 312 unified school districts in California that submitted an official state salary and benefits form (Form J-90) in 2010-11, LBUSD teachers rank in the top 1 percent in total compensation at beginning teacher level (BA+30, Step 1) and in the top 2 percent in total compensation at the maximum scheduled salary.

FINANCIAL CONDITION OF CALIFORNIA AND LONG BEACH UNIFIED

It is no secret that K-12 education in California has suffered greatly over the last five years. The school district’s total revenue in 2011-12 was almost \$100 million less than it was in 2007-08. Schools have suffered greatly, and there have been huge reductions in services, increases in class sizes, and other devastating cuts throughout the district. Unfortunately, if Proposition 30 does not pass in November, LBUSD may see cuts much more devastating than what has occurred to date.

The school district has managed to stay solvent over these years by making tough decisions and significant reductions throughout the educational program. In addition, the district benefited tremendously from Federal

Stimulus Funds. Over the last four years, LBUSD received over \$108 million from the federal government to prevent deeper cuts. However, this funding is now gone and the district must deal with the realities of a structural deficit created by the lack of funding from California. While the school district has an unrestricted fund balance of \$94.2 million as of June 30, 2012, the balance will be negative by the 2014-15 school year. If Proposition 30 fails this November, LBUSD is projected to have a negative fund balance as soon as next school year. Monthly payroll and benefits for LBUSD are over \$50 million, which means reserves can evaporate quickly in a worsening state budget climate.



Click Image to Enlarge

Sources: Standardized Account Code Structure (SACS) Unaudited Actuals, Multi-Year Financial Projection at Second Interim

In addition, the state continues to raid the school district's funds – deferring a significant portion of funding until the next fiscal year. That means that the state still owes LBUSD almost \$150 million AFTER the school year ends. As a result, the school district was forced to borrow \$75 million last year, just to make payroll each month. This year, the school district anticipates having to borrow more than \$100 million to continue paying its bills.

WHY THE STALEMATE OVER BENEFITS?

LBUSD's bargaining team has for months attempted to negotiate a settlement with TALB leadership but has repeatedly found negotiations at a standstill. TALB leaders have declined to provide any counter-offer that would address long-term rising health care costs.

Times are tough for school districts statewide, and there's a reason why so many school systems have adopted some form of a benefit cap. A cap encourages both the school district and its employee groups to work as true, collaborative partners in controlling health care costs through a variety of means. Such collaborative solutions are necessary because the school district is not immune to the state budget crisis and rising health care costs that are affecting every school system in the state.

Settlement Sought Through Factfinding

Bargaining between the Long Beach Unified School District and the Teachers Association of Long Beach has officially been certified by an independent state mediator for factfinding. This is a rare occurrence for the school district, and employees naturally have asked questions about what this means for them.

Factfinding comes after bargaining has reached impasse, with no agreement despite formal mediation conducted by an independent mediator.

The school district has reluctantly pursued this avenue. LBUSD's bargaining team has for months attempted to negotiate a settlement with TALB leadership but has repeatedly found negotiations at a standstill. TALB leaders have declined to provide any counter-offer that would address long-term rising health care costs.

Factfinding does not mean that the school district has given up on reaching a compromise. On the contrary, as its name suggests, factfinding simply allows both parties to present facts in front of a panel that ultimately provides a recommendation to the board. The three-person panel includes a representative chosen by TALB, a representative chosen by the school district, and one mutually agreed-upon panelist.

The recommendations of the panel will be based upon comparisons of items such as salaries and benefits in similar school districts. The panel's recommendations will be made public. Though the recommendations are not binding, they often help both parties to reach an agreement.

The following questions and answers provide additional detail on the issue of health benefits in the school district.

1. What is the school district's proposal to TALB regarding health benefits?

The school district proposes an annual maximum employer contribution (or cap) for medical, dental and vision insurance premiums that is based on 95 percent of the 2012 premium costs of the most expensive plans. The annual maximum contribution would go into effect on Jan. 1, 2013.

2. Why is the school district proposing a cap on employer contributions for the health benefit plans for teachers?

Health benefit costs have consistently increased while funding for schools has decreased. In the past three years, health benefit premiums have increased 26.2 percent, while the school district has received 7.39 percent less funding per pupil (revenue limit) from the state. Over the past five years, health benefit premiums have increased 58.9 percent, while the district has received 6.23 percent less per pupil revenue from the state.

Over the long term, the school district can't afford to pay health benefit increases that outpace state funding for schools.

3. In the school district's proposal, how much would TALB members have to pay for health benefit premiums?

An employee who chooses Blue Shield HMO or Kaiser HMO would pay nothing toward premiums at this time, as the cost of those plans is less than the annual maximum district contribution. An employee who

chooses the Blue Shield PPO medical plan would pay the insurance premiums that exceed 95 percent of the 2012 rates.

4. Would the cap increase, and would employees have to pay the entire increase in premiums?

Any changes in the annual maximum district contribution would be subject to negotiations on a yearly basis. The employee's obligation to pay toward future premium increases will be tied to these negotiations.

5. The school district's initial proposal was for a flat 5 percent employee contribution toward health insurance premiums. Why has this changed?

The school district's initial proposal also included seven furlough days and the freezing of salary step advancement. Those items were dropped by the district. Instead, the district sought longer-term solutions to reduce expenditures without cutting the number of instructional days. A cap encourages both the school district and TALB to work as true partners in controlling health care costs while continuing to promote employees' awareness of the cost of their health care choices. And while the original proposal would have affected all TALB members, the latest district proposal would affect only the individuals who choose to remain in the most expensive medical plan. Teachers who choose the Blue Shield HMO or Kaiser HMO plans will currently pay nothing toward their health insurance premiums.

6. Did TALB offer a counter-proposal to the district's alternative plan?

No. TALB offered no health care counter-proposal. They asked to close contract negotiations with no resolution on health care, instead seeking the creation of an advisory committee to study health care costs later.

7. Why has the school district rejected TALB's request to delay a deal on health care by sending the issue to a committee later?

The appropriate forum for determining employee compensation and benefits is through formal collective bargaining conducted by negotiation teams that have both the expertise and legal authority to reach recommended decisions. If the school district were to close negotiations now and delay these decisions for another year or longer, it would be ignoring a serious structural weakness in its finances.

8. How much does the school district currently pay per teacher for health benefits?

The school district now pays up to \$21,862 per year for medical, dental and vision insurance that covers teachers and their families. The amount the school district pays depends on the type of plan the employee chooses, and whether the employee includes dependents on their insurance. The current annual amount of district-paid benefits for teachers is listed in the following table:

<

	Blue Shield PPO Delta Dental PPO Vision	Blue Shield HMO Delta Dental PPO Vision	Kaiser HMO Delta Dental PPO Vision
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Employee Only	\$10,011	\$7,277	\$6,742
Employee + 1	\$17,586	\$13,400	\$12,552
Employee + Family	\$21,862	\$17,280	\$17,374

9. The school district’s fund balance is above the minimum required reserve. Why do we need to contain health benefit costs?

The school district’s unrestricted fund balance is projected to be \$83 million at the end of the 2011-12 fiscal year. This balance has been accumulated with the assistance of one-time federal stimulus funds, totaling \$108 million over the past three years. All of those funds have now been spent, and the school district must address its structural deficit. In 2011-12, without considering federal stimulus funds, the district is projected to spend \$33 million more than it receives. In 2012-13, the district is projected to spend \$23 million more than it receives, and in 2013-14, the district is projected to spend \$39 million more than it receives. The school district is projecting a negative ending balance of \$20 million for the 2014-15 school year.

And this is the best case scenario. This assumes that voters will pass one of the tax initiatives that will be on the November 2012 ballot. If no initiative passes, the school district will face even more serious financial difficulties, including a deficit as early as the 2013-14 school year.

10. How do LBUSD’s teacher benefits compare with other districts in Los Angeles County?

Of the 27 unified school districts in Los Angeles County with more than 10,000 students, only three districts do not have a maximum employer contribution (or cap) or employee premium-sharing on health benefits for teachers: Long Beach, Alhambra and Los Angeles. Twenty-one of the 27 districts have a cap on benefits, and three have premium-sharing (a percentage of cost). In other words, about 90 percent of these schools districts require teachers to contribute toward health care premiums, while Long Beach is among the remaining few districts whose teachers do not make such contributions.

11. What’s next?

Once the factfinding panel is appointed, it must begin its work within 10 days, according to state regulations. For now, no factfinding sessions have been scheduled.

April 27, 2012

No Settlement During Mediation

Bargaining teams from the Long Beach Unified School District and the Teachers Association of Long Beach met last Friday, April 20 in formal mediation led by a state mediator. No settlement was reached. Bargaining is now likely to enter the next phase of impasse known as fact-finding, in which both parties present information and rely upon a third party to make a non-binding recommendation.

Head Start

Because no agreement was reached on the length of the work year for Head Start employees, school district staff will recommend to the Board of Education that LBUSD discontinue its Head Start program starting in the 2013-14 school year. However, staff will ask the school board to continue the Head Start program for the 2012-13 school year. As Head Start is discontinued, the school district would work to turn the program over to a local nonprofit provider to ensure that students continue to be served.

Health Care

As with Head Start, no progress was made regarding the school district's attempt to control rapidly escalating health care costs. TALB has yet to counter the school district's health care proposal detailed in LBUSD's Feb. 7 Bargaining Update (see below). The school district continues to seek crucial structural changes needed to control health care costs over the long term. Such changes are vital to the fiscal health of the school district, especially considering the ongoing state budget crisis and steep declines in funding for public schools. The combination of rising costs and declining revenue continues to threaten the school district's fiscal health over the long term.

No further mediation sessions have been scheduled.

Feb. 7, 2012

School District Seeks Formal State Mediation with TALB

Bargaining teams from the Long Beach Unified School District and the Teachers Association of Long Beach met last Friday, Feb. 3. A mediator from the State Mediation and Conciliation Service attended the session at the invitation of both parties to help facilitate the discussion, but no progress was made during the meeting.

The school district's primary issue is containment of health benefit costs. The school district has proposed to TALB that beginning Jan. 1, 2013, LBUSD will provide the following maximum annual contributions for medical, dental and vision coverage for bargaining unit members:

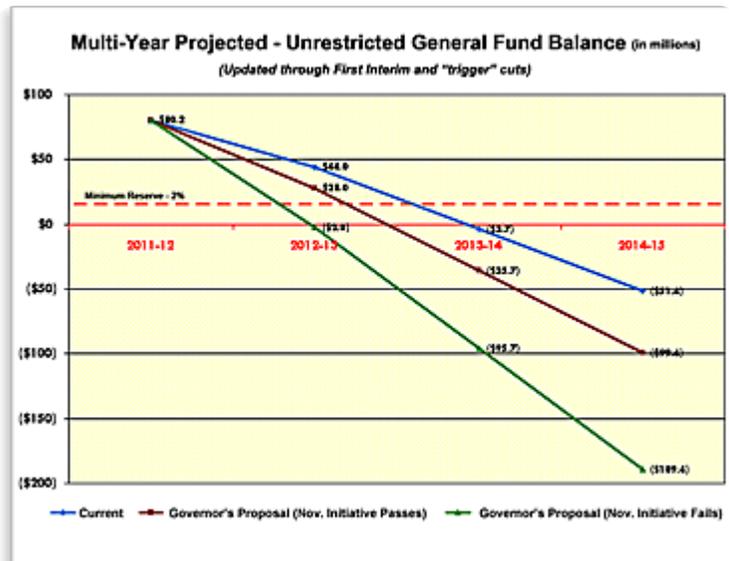
<u>Medical</u>	
Employee only	\$8,680.64
Employee + 1	\$15,877.81
Family	\$19,939.06
<hr/>	
<u>Dental</u>	
Employee only	\$779.42
<hr/>	
<u>Vision</u>	
Employee only	\$49.70

These maximums cover the current cost of premiums for the school district's most expensive health plan, the Blue Shield PPO, minus a 5 percent employee contribution, which is the same as what classified employees and managers already pay toward their benefits.

[Link to more information on estimated employee contributions under this proposal](#)

Under this scenario, employees who choose less expensive plans such as the Blue Shield HMO or Kaiser plans would not currently be required to contribute toward the cost of premiums because those costs are well below LBUSD's proposed maximum annual contribution. This maximum can be renegotiated with TALB in subsequent years.

If health care costs are left unchecked, LBUSD's ability to meet its fiscal obligations may be jeopardized as early as next school year, when the district's reserves could fall below the legally required 2 percent mark noted by the horizontal red, dotted line in the chart below.

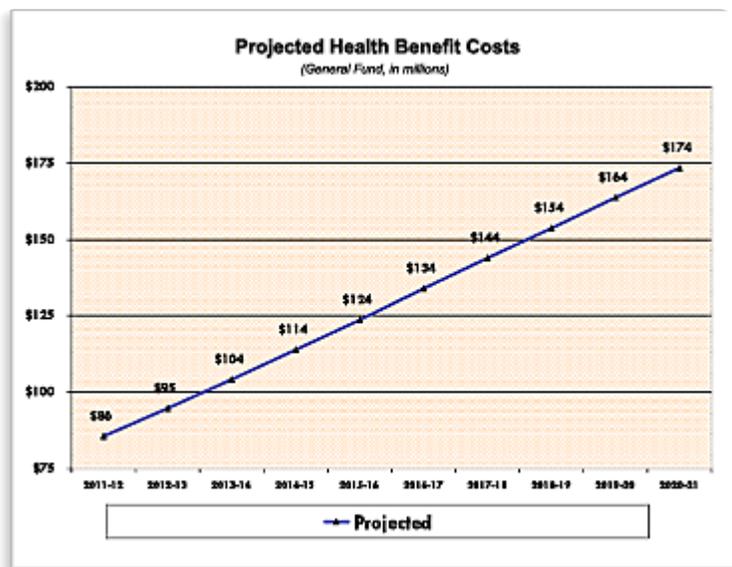


Click Image to Enlarge

The chart above presents three scenarios that are bad, worse and still even worse: the current projection (in blue), the projection if Gov. Jerry Brown's proposed November tax initiative to fund schools passes (in dark red), and the projection if the November initiative fails (in green). Either way, the school district fails to meet its fiscal obligations if it does not control costs. Even the passage of the November initiative would still mean significant budget cuts for the school district.

When school districts fall below the required 2 percent reserve, a state team takes away the authority of the local school board and superintendent until the school system becomes solvent again. This scenario has occurred elsewhere in California, and due to ongoing cuts to public education, many school districts continue to face the imminent threat of the state taking away decision-making power from locally elected school boards and the communities they represent.

The school district has benefitted from more than \$108 million in federal stimulus funds over the last four years, but this funding has come to an end. Compounding this problem along with the state's ongoing cuts to public schools is the fact that health care costs are rising rapidly. Like most employers, the school district continues to see significant increases annually in the cost of health care, with no letup in sight.



Click Image to Enlarge

Failure to control these costs would be detrimental to all LBUSD employees, students and their families. Because the school board and superintendent are firmly committed to balancing LBUSD's budget to avoid bankruptcy and a state takeover, unchecked health care costs would mean significant further cuts elsewhere.

Because the school district and TALB were unable to make progress, the school district will seek a declaration of impasse, which would result in mediation that is conducted formally by a state appointee.

September 30, 2011

No Furlough Days This School Year

In contract negotiations today between the Long Beach Unified School District and the Teachers Association of Long Beach, the school district withdrew its previous proposal to implement seven unpaid furlough days this school year.

The revised proposal means that no LBUSD employees will have furlough days this school year.

The furlough days would have provided one-time savings only. While the school district still faces significant budget challenges, including the possibility of mid-year cuts by the state, LBUSD will seek longer-term solutions to reduce expenditures without cutting the number of instructional days.

All employees took five unpaid furlough days last school year.

May 26, 2010

Teachers OK Contract By 93 Percent Vote

The Teachers Association of Long Beach has ratified a tentative contract with the Long Beach Unified School District.

TALB reports that 2,000 employees,