

**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: CSEA Unit A and B
 Certificated, Classified, Other: Classified

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: March 15, 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	Annual Cost Prior to Proposed Settlement	Fiscal Impact of Proposed Agreement (Complete Years 2 and 3 for multiyear and overlapping agreements only)		
		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	\$ 82,156,785	\$ 4,107,840		
		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.	\$ 17,644,849	\$ 882,241		
		5.00%	0.00%	0.00%
4. Health/Welfare Plans	\$ 38,354,316		\$ (86,093)	\$ (86,093)
		0.00%	-0.22%	-0.22%
5. Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5	\$ 138,155,950	\$ 4,990,081	\$ (86,093)	\$ (86,093)
		3.61%	-0.06%	-0.06%
6. Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	2,002.00			
7. Total Compensation <u>Average</u> Cost per Bargaining Unit Employee	\$ 69,009	\$ 2,493	\$ (43)	\$ (43)
		3.61%	-0.06%	-0.06%

Long Beach Unified School District
CSEA Unit A and B

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.)

None

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
CSEA Unit A and B

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

[Redacted area]

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:

CSEA Unit A and B

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (AB 1200 - Dec. 2015)	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	\$ 294,685,503			\$ 294,685,503
Classified Salaries 2000-2999	\$ 71,838,128	\$ 1,871,695		\$ 73,709,823
Employee Benefits 3000-3999	\$ 133,833,583	\$ 401,979		\$ 134,235,562
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	\$ 575,460,854	\$ 2,273,674	\$ -	\$ 577,734,528
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	\$ (97,831,924)	\$ (1,802,893)	\$ -	\$ (99,634,817)
OPERATING SURPLUS (DEFICIT)*	\$ 54,605,308	\$ (4,076,567)	\$ -	\$ 50,528,741
BEGINNING FUND BALANCE				
9791	\$ 90,245,079			\$ 90,245,079
Prior-Year Adjustments/Restatements 9793/9795				\$ -
ENDING FUND BALANCE	\$ 144,850,387	\$ (4,076,567)	\$ -	\$ 140,773,820
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	\$ 16,499,458	\$ 84,785	\$ -	\$ 16,584,243
Unassigned/Unappropriated Amount 9790	\$ 70,144,279	\$ (4,161,352)	\$ -	\$ 65,982,927

*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
CSEA Unit A and B

Bargaining Unit:

Object Code		Column 1	Column 2	Column 3	Column 4
		Latest Board- Approved Budget Before Settlement (AB 1200 - Dec. 2015)	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	\$ 85,680,544		\$ -	\$ 85,680,544
Classified Salaries	2000-2999	\$ 40,184,640	\$ 1,618,079	\$ -	\$ 41,802,719
Employee Benefits	3000-3999	\$ 48,167,929	\$ 347,520	\$ -	\$ 48,515,449
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 7400-7499	\$ 200,000		\$ -	\$ 200,000
Indirect/Direct Support Costs	7300-7399	\$ 7,769,418		\$ -	\$ 7,769,418
TOTAL EXPENDITURES		\$ 245,512,078	\$ 1,965,599	\$ -	\$ 247,477,677
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -	\$ -
Contributions	8980-8999	\$ 97,831,924	\$ 1,802,893	\$ -	\$ 99,634,817
OPERATING SURPLUS (DEFICIT)*		\$ (6,592,527)	\$ (162,706)	\$ -	\$ (6,755,233)
BEGINNING FUND BALANCE					
	9791	\$ 24,894,488			\$ 24,894,488
Prior-Year Adjustments/Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 18,301,961	\$ (162,706)	\$ -	\$ 18,139,255
COMPONENTS OF ENDING BALANCE:					
Nonspendable Amounts	9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted Amounts	9740	\$ 18,301,961	\$ (162,706)	\$ -	\$ 18,139,255
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
CSEA Unit A and B

Bargaining Unit:

Object Code		Column 1	Column 2	Column 3	Column 4
		Latest Board- Approved Budget Before Settlement (AB 1200 - Dec. 2015)	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	\$ 380,366,047	\$ -	\$ -	\$ 380,366,047
Classified Salaries	2000-2999	\$ 112,022,768	\$ 3,489,774	\$ -	\$ 115,512,542
Employee Benefits	3000-3999	\$ 182,001,512	\$ 749,499	\$ -	\$ 182,751,011
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 7400-7499	\$ 200,000		\$ -	\$ 200,000
Indirect/Direct Support Costs	7300-7399	\$ (1,285,091)		\$ -	\$ (1,285,091)
TOTAL EXPENDITURES		\$ 820,972,932	\$ 4,239,273	\$ -	\$ 825,212,205
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)*		\$ 48,012,781	\$ (4,239,273)	\$ -	\$ 43,773,508
BEGINNING FUND BALANCE					
Prior-Year Adjustments/Restatements	9791 9793/9795	\$ 115,139,567			\$ 115,139,567
ENDING FUND BALANCE		\$ 163,152,348	\$ (4,239,273)	\$ -	\$ 158,913,075
COMPONENTS OF ENDING BALANCE:					
Nonspendable Amounts	9711-9719	\$ 1,906,650	\$ -	\$ -	\$ 1,906,650
Restricted Amounts	9740	\$ 18,301,961	\$ (162,706)	\$ -	\$ 18,139,255
Committed Amounts	9750-9760	\$ 56,300,000	\$ -	\$ -	\$ 56,300,000
Assigned Amounts	9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties	9789	\$ 16,499,458	\$ 84,785	\$ -	\$ 16,584,243
Unassigned/Unappropriated Amount	9790	\$ 70,144,279	\$ (4,161,352)	\$ -	\$ 65,982,927

*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****CSEA Unit A and B**

Bargaining Unit:

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (AB1200 - Dec. 2015)	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	\$ 508,980		\$ -	\$ 508,980
Classified Salaries 2000-2999	\$ 89,300	\$ 2,900	\$ -	\$ 92,200
Employee Benefits 3000-3999	\$ 204,986	\$ 623	\$ -	\$ 205,609
Books and Supplies 4000-4999	\$ 34,869		\$ (3,523)	\$ 31,346
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	\$ 3,523	\$ (3,523)	\$ 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)	\$ (3,523)	\$ 3,523	\$ (94,566)
BEGINNING FUND BALANCE 9791	\$ 94,566			\$ 94,566
Prior-Year Adjustments/Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ -	\$ (3,523)	\$ 3,523	\$ -
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	\$ -	\$ (3,523)	\$ 3,523	\$ -

*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

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Fund 12 - Child Development Fund**

Bargaining Unit:

CSEA Unit A and B

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (AB 1200 - Dec. 2015)	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	\$ 10,679,897	\$ -	\$ 10,679,897
Classified Salaries	2000-2999	\$ 6,396,864	\$ 215,890	\$ 6,612,754
Employee Benefits	3000-3999	\$ 8,161,396	\$ 46,365	\$ 8,207,761
Books and Supplies	4000-4999	\$ 2,385,778	\$ (262,255)	\$ 2,123,523
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	\$ 262,255	\$ (262,255)
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ (1,336,239)	\$ (262,255)	\$ 262,255
BEGINNING FUND BALANCE	9791	\$ 1,336,239		\$ 1,336,239
Prior-Year Adjustments/Restatements	9793/9795	\$ -		\$ -
ENDING FUND BALANCE		\$ -	\$ (262,255)	\$ 262,255
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	\$ -	\$ (262,255)	\$ 262,255

*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

Long Beach Unified School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Fund 13/61 - Cafeteria Fund**

Bargaining Unit:

CSEA Unit A and B

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (AB 1200 - Dec. 2015)	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	\$ 27,844,743		\$ -	\$ 27,844,743
Other State Revenue 8300-8599	\$ 2,201,844		\$ -	\$ 2,201,844
Other Local Revenue 8600-8799	\$ 4,890,238		\$ -	\$ 4,890,238
TOTAL REVENUES	\$ 34,936,825		\$ -	\$ 34,936,825
EXPENDITURES				
Certificated Salaries 1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries 2000-2999	\$ 14,021,983	\$ 395,855	\$ -	\$ 14,417,838
Employee Benefits 3000-3999	\$ 6,772,360	\$ 85,020	\$ -	\$ 6,857,380
Books and Supplies 4000-4999	\$ 11,310,850		\$ -	\$ 11,310,850
Services, Other Operating Expenses 5000-5999	\$ 1,295,607		\$ -	\$ 1,295,607
Capital Outlay 6000-6999	\$ 1,190,000		\$ -	\$ 1,190,000
Other Outgo 7100-7299 7400-7499	\$ -		\$ -	\$ -
Indirect/Direct Support Costs 7300-7399	\$ 230,000		\$ -	\$ 230,000
TOTAL EXPENDITURES	\$ 34,820,800	\$ 480,875	\$ -	\$ 35,301,675
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ 116,025	\$ (480,875)	\$ -	\$ (364,850)
BEGINNING FUND BALANCE 9791	\$ 8,675,937			\$ 8,675,937
Prior-Year Adjustments/Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 8,791,962	\$ (480,875)	\$ -	\$ 8,311,087
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	\$ 8,791,962	\$ (480,875)	\$ -	\$ 8,311,087

*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

Long Beach Unified School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Fund: **Fund 21 - Building Fund**
 Bargaining Unit: **CSEA Unit A and B**

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (AB 1200 - Dec. 2015)	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	\$ -		\$ -	\$ -
Other State Revenue 8300-8599	\$ -		\$ -	\$ -
Other Local Revenues 8600-8799	\$ 975,000		\$ -	\$ 975,000
TOTAL REVENUES	\$ 975,000		\$ -	\$ 975,000
EXPENDITURES				
Certificated Salaries 1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries 2000-2999	\$ 224,750	\$ 3,420	\$ -	\$ 228,170
Employee Benefits 3000-3999	\$ 89,035	\$ 735	\$ -	\$ 89,770
Books and Supplies 4000-4999	\$ 3,693,014		\$ -	\$ 3,693,014
Services, Other Operating Expenses 5000-5999	\$ 11,254,521		\$ -	\$ 11,254,521
Capital Outlay 6000-6999	\$ 90,998,445		\$ -	\$ 90,998,445
Other Outgo 7100-7299 7400-7499	\$ -		\$ -	\$ -
Indirect/Direct Support Costs 7300-7399	\$ -		\$ -	\$ -
TOTAL EXPENDITURES	\$ 106,259,765	\$ 4,155	\$ -	\$ 106,263,920
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (105,284,765)	\$ (4,155)	\$ -	\$ (105,288,920)
BEGINNING FUND BALANCE				
9791	\$ 244,125,644			\$ 244,125,644
Prior-Year Adjustments/Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 138,840,879	\$ (4,155)	\$ -	\$ 138,836,724
COMPONENTS OF ENDING BALANCE:				
Nonspendable Amounts 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted Amounts 9740	\$ 138,840,879	\$ (4,155)	\$ -	\$ 138,836,724
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
CSEA Unit A and B**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	\$ (3,523)	To balance grants for salary increase
Other Financing Sources/Uses	\$ -	

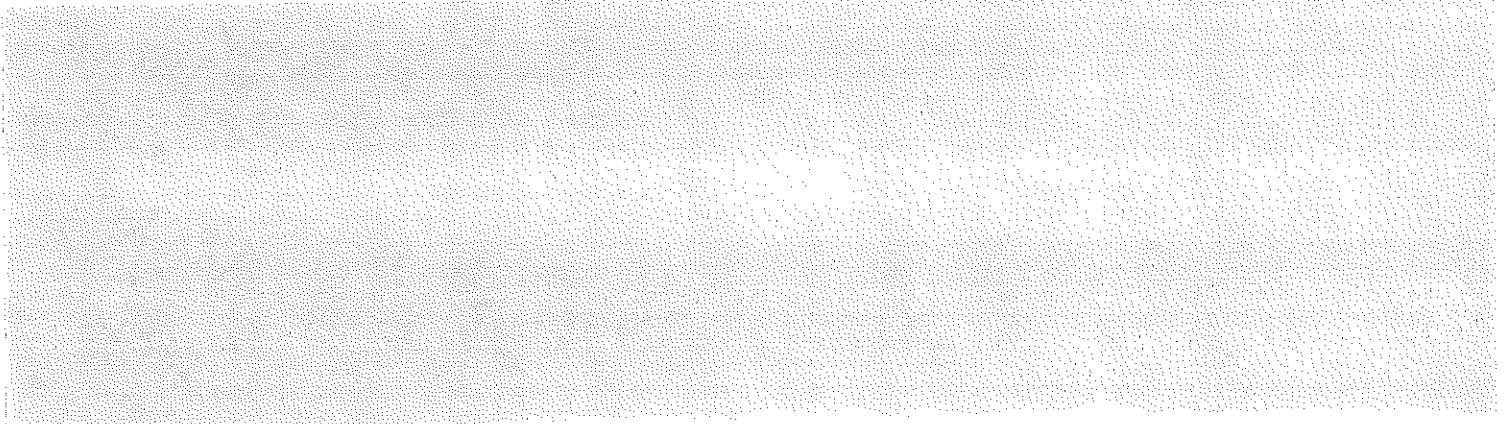
Page 4e: Fund 12 - Child Development Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ (262,255)	To balance grants for salary increase
Other Financing Sources/Uses	\$ -	

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:

CSEA Unit A and B

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	\$ 73,709,823	\$ 74,380,257	\$ 75,537,361
Employee Benefits 3000-3999	\$ 134,235,562	\$ 144,358,596	\$ 161,690,881
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	\$ 577,734,528	\$ 588,739,842	\$ 614,534,140
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	\$ (99,634,817)	\$ (102,773,945)	\$ (113,095,695)
OPERATING SURPLUS (DEFICIT)*	\$ 50,528,741	\$ 9,137,435	\$ (13,407,696)
BEGINNING FUND BALANCE			
9791	\$ 90,245,079	\$ 140,773,820	\$ 149,911,255
Prior-Year Adjustments/Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 140,773,820	\$ 149,911,255	\$ 136,503,559
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	\$ 16,584,243	\$ 16,690,630	\$ 17,182,934
Unassigned/Unappropriated Amount 9790	\$ 65,982,927	\$ 86,178,975	\$ 77,768,975

*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:

CSEA Unit A and B

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	\$ 81,819,236
Classified Salaries 2000-2999	\$ 41,802,719	\$ 42,044,398	\$ 43,689,066
Employee Benefits 3000-3999	\$ 48,515,449	\$ 51,714,299	\$ 55,412,293
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/Dirrect Support Costs 7300-7399	\$ 7,769,418	\$ 7,569,726	\$ 7,535,578
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 247,477,677	\$ 241,791,637	\$ 240,612,575
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -
Contributions 8980-8999	\$ 99,634,817	\$ 102,773,945	\$ 113,095,695
OPERATING SURPLUS (DEFICIT)*	\$ (6,755,233)	\$ (2,994,665)	\$ (1,629,699)
BEGINNING FUND BALANCE			
9791	\$ 24,894,488	\$ 18,139,255	\$ 15,144,590
Prior-Year Adjustments/Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 18,139,255	\$ 15,144,590	\$ 13,514,891
COMPONENTS OF ENDING BALANCE:			
Nonspendable Amounts 9711-9719	\$ -	\$ -	\$ -
Restricted Amounts 9740	\$ 18,139,255	\$ 15,144,590	\$ 13,514,891
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

Long Beach Unified School District

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Combined General Fund MYP

Bargaining Unit:

CSEA Unit A and B

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	\$ 392,435,193
Classified Salaries 2000-2999	\$ 115,512,542	\$ 116,424,655	\$ 119,226,427
Employee Benefits 3000-3999	\$ 182,751,011	\$ 196,072,895	\$ 217,103,174
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	\$ 825,212,205	\$ 830,531,479	\$ 855,146,715
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)*	\$ 43,773,508	\$ 6,142,770	\$ (15,037,395)
BEGINNING FUND BALANCE			
9791	\$ 115,139,567	\$ 158,913,075	\$ 165,055,845
Prior-Year Adjustments/Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 158,913,075	\$ 165,055,845	\$ 150,018,450
COMPONENTS OF ENDING BALANCE:			
Nonspendable Amounts 9711-9719	\$ 1,906,650	\$ 1,906,650	\$ 1,906,650
Restricted Amounts 9740	\$ 18,139,255	\$ 15,144,590	\$ 13,514,891
Committed Amounts 9750-9760	\$ 56,300,000	\$ 45,135,000	\$ 39,645,000
Assigned Amounts 9780	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ 16,584,243	\$ 16,690,630	\$ 17,182,934
Unassigned/Unappropriated Amount 9790	\$ 65,982,927	\$ 86,178,975	\$ 77,768,975

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Long Beach Unified School District
CSEA Unit A and B

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)	\$ 829,212,205	\$ 834,531,479	\$ 859,146,715
b.	Less: Special Education Pass-Through Funds	\$ -	\$ -	\$ -
c.	Net Expenditures, Transfers Out, and Uses	\$ 829,212,205	\$ 834,531,479	\$ 859,146,715
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)	\$ 16,584,244	\$ 16,690,630	\$ 17,182,934

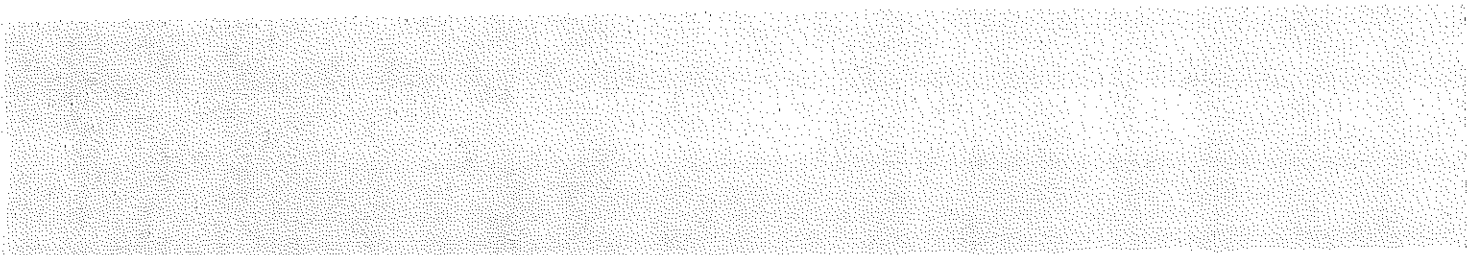
2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$ 16,584,243	\$ 16,690,630	\$ 17,182,934
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ 65,982,927	\$ 86,178,975	\$ 77,768,975
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	\$ 82,567,170	\$ 102,869,605	\$ 94,951,909
f.	Reserve for Economic Uncertainties Percentage	9.96%	12.33%	11.05%

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
CSEA Unit A and B

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	\$	4,990,081
General Fund balance Increase/(Decrease), Page 4c, Column 2	\$	(4,239,273)
Adult Education Fund balance Increase/(Decrease), Page 4d, Column 2	\$	(3,523)
Child Development Fund balance Increase/(Decrease), Page 4e, Column 2	\$	(262,255)
Cafeteria Fund balance Increase/(Decrease), Page 4f, Column 2	\$	(480,875)
Other Fund balance Increase/(Decrease), Page 4g, Column 2	\$	(4,155)
Other Fund balance Increase/(Decrease), Page 4h, Column 2	\$	-
Total all fund balances Increase/(Decrease) as a result of the settlement(s)	\$	(4,990,081)
	Variance \$	-

Variance Explanation:

[Redacted area]

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)?	\$ 48,012,781	5.8%	
Current FY Surplus/(Deficit) after settlement(s)?	\$ 43,773,508	5.3%	
1st Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ 6,142,770	0.7%	
2nd Subsequent FY Surplus/(Deficit) after settlement(s)?	\$(15,037,395)	(1.8%)	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	\$ -	

CSEA Unit A and B

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)	4,990,081.00	(86,093.00)	(86,093.00)	(86,093.00)
e. Total Compensation Percentage Change (from Page 1, Section A, Line 5)	3.61%		-0.06%	-0.06%
f. Proposed agreement is within/exceeds change in LCFF Funding (f vs. e)	Within	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)
\$	-
\$	4,724,303
\$	(4,724,303)

Subsequent Years

Budget Adjustment Categories:

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

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

Budget Revisions

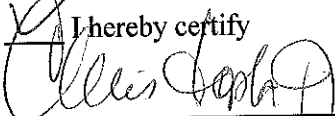
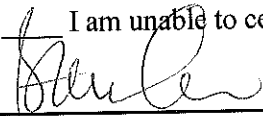
If the district does not adopt and submit within 45 days all of the revisions to its budget needed in the current year to meet the costs of the agreement at the time of the approval of the proposed collective bargaining agreement, the county superintendent of schools is required to issue a qualified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

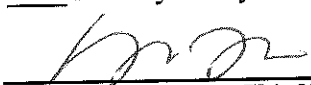
 

**District Superintendent
(Signature)**

2/26/16

Date

I hereby certify I am unable to certify



**Chief Business Official
(Signature)**

2/26/16

Date

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

1
2 Exception: Employees on reemployment lists as a result of layoff, who are
3 temporarily assigned (upgraded) to their former classification, will have their salary
4 adjusted upward from the first day of work in that former classification.
5

6 **A.12 Unit A and A.16 for Unit B**

7 **Catalina Island Employees.** In QW 04 of each year, Catalina Island employees
8 shall receive a travel expense allowance. For ~~2006-2007~~ 2015-2016, the allowance
9 is ~~\$-884~~ \$996, plus any negotiated percentage increase. ~~provided in 2007-2008.~~
10 Each year thereafter, the allowance will be adjusted by the same percentage as the
11 salaries of Unit members.
12

13 Employees working less than full time and/or those working only a portion of the
14 year shall receive a share of the travel expense allowance proportionate to the time
15 worked.

16 Upon employee request, the District shall provide costs not to exceed two hundred
17 fifty dollars (\$250) for moving possessions and an automobile to Catalina Island.
18 The District shall pay employee costs of routine transportation to and from in-
19 service training meetings required by the District.
20

21 **A.16 Unit A and A.18 for Unit B**

22 **Initial Step Placement.** New employees normally shall be hired at the first step in
23 the salary range for the classification. New employees with exceptional or unusual
24 qualifications may be employed at higher steps in the salary range by
25 recommendation of the District and action of the Board of Education. Assistant
26 Superintendent, Human Resource Services.
27

28 **A.17 Unit A and A.19 for Unit B**

29 **Steps In Salary Range.** Except as permitted by ~~Section A.14.~~ Section A.16
30 above, each employee shall advance to the next higher step in the applicable salary
31 range as follows:
32

- 33 Step A: First day of assignment through completion of probation
34 (typically, six [6] months or one hundred thirty [130] days of
35 actual paid service in a regular assignment, whichever is
36 longer).
- 37 Step B: The day following completion of probation (which is known
38 as the employee's increment date) through completion of one
39 (1) additional year of service.
- 40 Step C: The employee's increment date through completion of one
41 (1) additional year of service.
- 42 Step D: The employee's increment date through completion of one
43 (1) additional year of service.
- 44 Step E: The employee's increment date through completion of one
45 (1) additional year of service.

46 For purposes of step advancement, a year of service is one in which the employee
47 has been compensated for at least fifty percent (50%) of his/her regular work year.

1 **B. 2.C PPO Health Plan**

2 Brief description of coverage: Comprehensive Major Medical.

- 3 1. Preferred Provider – Through December 31, 2015, \$200/\$400 deductible; 20% co-
 4 insurance; \$500 individual/\$1,000 family per year out-of-pocket limit (in addition
 5 to deductible); Effective January 1, 2016, \$300/\$600 deductible; 20% co-insurance;
 6 \$1,000 individual/\$2,000 family per year out-of-pocket limit (in addition to
 7 deductible).
- 8 2. Out-of-Network Provider - Through December 31, 2015, \$400/\$800 deductible;
 9 40% co- insurance, \$3,000 individual/\$6,000 family per year out-of-pocket limit
 10 (in addition to deductible); Effective January 1, 2016, \$500/\$1,000 deductible; 40%
 11 co-insurance; \$5,000 individual/\$10,000 family per year out-of-pocket limit (in
 12 addition to deductible).

13
 14 Prescription Plan. The PPO plan will include a comprehensive prescription
 15 program with the following co-pay structure:

16
 17 a) National Formulary: The District shall participate in the
 18 National Formulary to the extent offered by the district PPO
 19 Plan's Pharmacy Benefit Manager effective July 1, 2016.

20
 21 b) Retail Pharmacy (30 Day Supply): \$0 co-pay for generic; \$20 co-pay
 22 for formulary; and \$50 co-pay for non-formulary.

23
 24 c) Mail Order Pharmacy (90 Day Supply): \$0 co-pay for generic; \$20 co-
 25 pay for Brand formulary, and \$50 co-pay for non-formulary.

26
 27 **ARTICLE VI DAYS AND HOURS OF EMPLOYMENT (Unit A and Unit B)**

- 28
 29
 30 **J. COMPENSATORY TIME OFF.** An employee who works assigned overtime
 31 shall have the option to accumulate compensatory time credit in lieu of cash
 32 payment. **Compensatory time credit will be calculated by multiplying the**
 33 **number of actual hours worked by one and one-half (1 ½).** If the service needs
 34 of the District will not be impaired, absence for credited time may be granted by the
 35 appropriate shop/office manager. When compensatory time off is authorized in lieu
 36 of cash compensation, such compensatory time off shall be granted within the
 37 twelve (12) calendar months following the month in which the overtime was
 38 worked and without impairing the service rendered by the District. Such
 39 compensatory time off shall be at the rate of time and one and one-half (1 ½). **In**
 40 **the event the compensatory time off is not utilized within the twelve (12)**
 41 **calendar months following the month in which the overtime was worked, the**
 42 **unit member shall be notified in advance and receive compensation for the**
 43 **unused compensatory time.** In accordance with the Fair Labor Standards
 44 Amendments of 1985, the employee may accrue no more than two hundred forty
 45 (240) hours compensatory time.
 46
 47

1 Article VIII: Leaves of Absence Unit A and Unit B

2
3 **K.2 The Maximum Length.** The maximum length of an adoption leave shall be six (6)
4 weeks in length. ~~Except for extenuating circumstances, the six (6) weeks in~~
5 **length shall be consecutive.** Adoption Leave shall be granted for the purpose of
6 adopting a child under the age of ~~(6) years~~ **(18) eighteen.** ~~except in the case of a~~
7 ~~special needs child in which case age shall not be a consideration.~~ Employees may
8 utilize the balance of their adoption leave upon placement of the child into the unit
9 member's home. If both parents are employees of the District, the maximum
10 combined length remains six (6) weeks.

11
12 Following exhaustion of Adoption Leave, eligible employees may utilize up to
13 twelve weeks of leave under the Family Medical Leave Act (FMLA) and/or
14 California Family Rights Act (CFRA) (Article VIII, P.2.e.) to the extent allowed by
15 law.

16
17 The utilization of Adoption Leave does not preclude unit members from taking
18 other available leave for which they are eligible under this article.

19
20 **M11 Placement on Reemployment List.** When all available leaves of absence, paid or
21 unpaid, have been exhausted and if the employee is not medically able to assume
22 the duties of his/her position, he/she shall, if not placed in another position, be
23 placed on a reemployment list for a period of thirty-nine (39) months. When
24 ~~available-cleared~~ to return to work, during the thirty-nine (39) month period,
25 he/she shall be employed in a vacant position in the classification of his/her
26 previous assignment over all available candidates, except for a reemployment
27 list established because of lack of work or lack of funds, in which case he/she shall
28 be listed in accordance with appropriate seniority requirements. If an employee's
29 former classification has ceased to exist during his/her absence, the employee shall
30 be assigned to a vacant position in a comparable classification for which he/she is
31 qualified. An employee who has been placed on such a reemployment list and who
32 has been released for return to duty and who fails to accept a position in his/her
33 classification shall be subject to dismissal.

34
35 **ARTICLE IX- Transfers Unit A and Unit B**

36
37 **C. 2** A manager shall not be required to interview a candidate again, if that manager has
38 interviewed that candidate for another vacant position in the same classification
39 within the previous ~~ninety (90)~~ **one hundred twenty (120)** calendar days.

40
41 **ARTICLE XI- Evaluation Procedure Unit A**

42
43 **D EMPLOYEE'S COPY.** Whenever a rating is made, a conference shall be held to
44 review the rating and a copy of the full report shall be given by the rater to the
45 employee being rated at said meeting. In the event an employee is absent for an
46 extended period (ten [10] or more workdays) the rating may be mailed to the
47 employee provided the rating is fully satisfactory. A conference will be held when

1 the employee returns to work. For permanent employees whose rating is less than
 2 satisfactory, the annual evaluation due date shall be extended by ten days from
 3 the date the evaluatee returns to work. A conference shall be held with the
 4 evaluatee within those ten (10) days.
 5

6 **ARTICLE XII- Evaluation Procedure Unit B**
 7

8 **D EMPLOYEE'S COPY.** Whenever a rating is made, a conference shall be held to
 9 review the rating and a copy of the full report shall be given by the rater to the
 10 employee being rated at said meeting. In the event of a prolonged absence by the
 11 employee, the rating may be mailed to the employee provided the rating is fully
 12 satisfactory. For permanent employees whose rating is less than satisfactory, the
 13 annual evaluation due date shall be extended by ten days from the date the
 14 evaluatee returns to work. A conference shall be held with the evaluatee within
 15 those ten (10) days.
 16

17 **ARTICLE XI- Evaluation Procedure Unit A and ARTICLE XII- Evaluation**
 18 **Procedure Unit B**
 19

20 **F. APPEAL OF RATING CONTENT.** It is agreed that a rating consists of both the
 21 letter rating (S, N, U) and the evaluator's comments, if any. An employee may,
 22 within fifteen (15) days of receipt of the rating, request a conference with the
 23 reviewer of the rating to discuss the content of the rating.
 24

25 Upon receipt of a written appeal it will be the responsibility of the recipient to
 26 forward a copy to Employee Relations Services.
 27

28 If still dissatisfied with the rating content, the employee may, within fifteen (15) days
 29 from the conference with the reviewer, file with the next higher supervisor a written
 30 appeal of the rating. The employee may request a conference. The next higher
 31 supervisor will have ten (10) days from receipt of a written appeal to determine if the
 32 rating content is accurate or inaccurate. If the next higher supervisor determines that
 33 the rating content is inaccurate, he/she shall order that within ten (10) days a new
 34 rating be written. The employee shall be given a copy of a new rating which shall be
 35 placed in the employee's personnel file. If the appeal is denied and the employee fails
 36 to proceed to the next level within the timelines outlined herein, the original rating,
 37 together with the written appeal, shall be placed in the employee's personnel file.
 38

39 If the above appeal is denied and the employee is still dissatisfied with the rating
 40 content, the employee within fifteen (15) days from the conference with the
 41 reviewer may file with the appropriate Assistant/Deputy Superintendent or Chief
 42 Business and Financial Officer a written appeal of the rating. The employee may
 43 request a conference. The Assistant/ Deputy Superintendent or Chief Business and
 44 Financial Officer will have ten (10) days from the receipt of a written appeal to
 45 determine if the rating content is accurate or inaccurate. If the Assistant/Deputy
 46 Superintendent or Chief Business and Financial Officer determines the rating
 47 content is inaccurate, he/she shall direct the immediate supervisor/manager to

1 rewrite the rating. The immediate supervisor/manager shall give a copy of the
2 revised rating to the employee and the revised rating shall be placed in the
3 employee's personnel file. If the appeal is denied, the employee shall be notified in
4 writing, the original rating, together with the written appeal, shall be placed in the
5 employee's personnel file **as the final rating**. No rating that is being appealed shall
6 be placed in an employee's personnel file until the appeal process has been
7 completed.

8
9 **G. APPEAL OF WRITTEN REPRIMAND.** An employee may within fifteen (15)
10 days of receipt of a written reprimand request a conference with the
11 manager/supervisor who is the reviewer of the employee's evaluation for the
12 purposes of discussing concerns the employee has regarding the content of the
13 written reprimand.

14
15 Upon receipt of a written appeal, it will be the responsibility of the recipient to
16 forward a copy to Employee Relations Services.

17
18 If still dissatisfied with the written reprimand content, the employee may, within
19 fifteen (15) days from the conference with the reviewer, file with the next higher
20 supervisor a written appeal of the written reprimand. The next higher supervisor will
21 have ten (10) days from receipt of a written appeal to determine if the content of a
22 written reprimand is accurate or inaccurate. If the next higher supervisor determines
23 that the written reprimand content is inaccurate, he/she shall order that within ten (10)
24 days a new written reprimand be written or the original written reprimand be
25 withdrawn, as applicable. The employee shall be given a copy of any new written
26 reprimand which shall be placed in the employee's personnel file. If the appeal is
27 denied, and the employee fails to proceed to the next level within the timelines
28 outlined herein, the original written reprimand, together with the written appeal, shall
29 be placed in the employee's personnel file.

30
31 If the above appeal is denied and the employee is still dissatisfied with the content of
32 the written reprimand, the employee within fifteen (15) days from the conference
33 with the reviewer may file with the appropriate Assistant/Deputy Superintendent or
34 Chief Business and Financial Officer a written appeal of the written reprimand. The
35 Assistant/Deputy Superintendent or Chief Business and Financial Officer will have
36 ten (10) days from the receipt of a written appeal to determine if the content of the
37 written reprimand is accurate or inaccurate. If the Assistant/Deputy Superintendent or
38 Chief Business and Financial Officer determines the content of the written reprimand
39 is inaccurate, he/she shall direct the immediate supervisor/manager to either rewrite
40 or withdraw the written reprimand as he/she deems appropriate. The immediate
41 supervisor/manager shall give a copy of the revised written reprimand to the
42 employee and the revised written reprimand shall be placed in the employee's
43 personnel file. If the appeal is denied, the employee shall be notified in writing, and
44 the written reprimand, together with the written appeal, shall be placed in the
45 employee's personnel file **as the final decision**.

46

1 No letter of written reprimand that is being appealed shall be placed in an employee's
2 personnel file until the appeal process has been completed.

3
4 **ARTICLE XIV Unit A, ARTICLE XV Unit B Progressive Discipline and Discipline**
5 **Procedures**

6
7 **B. GOAL OF PROGRESSIVE DISCIPLINE.** Generally, discipline will follow a
8 progressive approach, which attempts to correct, resolve or remove the employee's
9 less than satisfactory performance at the lowest most effective level. It is the
10 objective of the District to meet face-to-face with a unit member when
11 providing progressive discipline interventions. The District and CSEA recognize
12 that there are some situations where progressive discipline is not appropriate.
13 When permitted by the nature of the offense, the steps delineated below will be
14 followed.

15
16 **I. APPEAL OF WRITTEN REPRIMAND.** An employee may within fifteen (15)
17 days of receipt of a written reprimand request a conference with the
18 manager/supervisor who is the reviewer of the employee's evaluation for the
19 purposes of discussing concerns the employee has regarding the content of the
20 written reprimand.

21
22 Upon receipt of written appeal, it will be the responsibility of the recipient to
23 forward a copy to Employee Relations Services.

24
25 If still dissatisfied with the written reprimand content, the employee may, within
26 fifteen (15) days from the conference with the reviewer, file with the next higher
27 supervisor a written appeal of the written reprimand. The next higher supervisor
28 will have ten (10) days from receipt of a written appeal to determine if the content
29 of a written reprimand is accurate or inaccurate. If the next higher supervisor
30 determines that the written reprimand content is inaccurate, he/she shall order that
31 within ten (10) days a new written reprimand be written or the original written
32 reprimand be withdrawn, as applicable. The employee shall be given a copy of any
33 new written reprimand which shall be placed in the employee's personnel file. If
34 the appeal is denied and the employee fails to proceed to the next level within the
35 timelines outlined herein, the original written reprimand, together with the written
36 appeal, shall be placed in the employee's personnel file.

37
38 If the above appeal is denied and the employee is still dissatisfied with the content
39 of the written reprimand, the employee within fifteen (15) days from the conference
40 with the reviewer may file with the appropriate Assistant/Deputy Superintendent or
41 Chief Business and Financial Officer a written appeal of the written reprimand.
42 The Assistant/Deputy Superintendent or Chief Business and Financial Officer will
43 have ten (10) days from the receipt of a written appeal to determine if the content of
44 the written reprimand is accurate or inaccurate. If the Assistant/Deputy
45 Superintendent or Chief Business and Financial Officer determines the content of
46 the written reprimand is inaccurate, he/she shall direct the immediate

1 supervisor/manager to either rewrite or withdraw the written reprimand as he/she
2 deems appropriate. The immediate supervisor/manager shall give a copy of the
3 revised written reprimand to the employee and the revised written reprimand shall
4 be placed in the employee's personnel file. If the appeal is denied, the employee
5 shall be notified in writing, and the written reprimand, together with the written
6 appeal, shall be placed in the employee's personnel file as the final decision.

7
8 No letter of written reprimand that is being appealed shall be placed in an
9 employee's personnel file until the appeal process has been completed.

10
11 **ARTICLE XVIII Term of Agreement UNIT A**

12 **A. EFFECT.**
13 The term of the Agreement is November 1, ~~2012~~ 2015 through October 31, ~~2015~~
14 2018 with no reopeners except as provided below and in this comprehensive
15 proposal.

16
17 **B. REOPENERS.**
18 The District and CSEA may reopen negotiations for ~~2014/15~~ 2016/17 and 2017/18
19 on Article V – Compensation and Article IX Transfers and Promotions Article
20 VI—Days and Hours of Employment, plus three articles selected by each party.

21
22 **ARTICLE XX Term of Agreement UNIT B**

23 **A. EFFECT.**
24 The term of the Agreement is November 1, ~~2012~~ 2015 through October 31, ~~2015~~
25 2018 with no reopeners except as provided below and in this comprehensive
26 proposal.

27
28 **B. REOPENERS.**
29 The District and CSEA may reopen negotiations for 2016/17 and 2017/18 on
30 Article V – Compensation, and Article IX Transfers and Promotions, plus
31 three articles selected by each party.

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SALARY SCHEDULE 4
UNIT A - CLERICAL AND SUPPORT SERVICES UNIT CLASSIFICATIONS - (C1)

CODE	CLASS TITLE	CLASS ABBREVIATION	QW RANGE	HOURLY RANGE
0358	Accountant	ACCOUNTANT	034	934
0750	Accounting Technician	ACCNTG TECH	027	927
0751	ASB Financial Technician	ASB FIN TECH	019	919
5146	Associate Producer/Digital Animator	ASSO PDR/DGT AN	030	930
5147	Associate Producer/Production Designer	ASSO PDR/PD DSG	030	930
0467	Attendance Accounting Specialist	ATT ACCTG SPC	032	932
0430	Attendance Service Field Assistant	AS FLD-ASST	013	913
0431	Attendance Service Field Assistant-BL Kh	AS FLD-AS-BL KH	013	913
0432	Attendance Service Field Assistant-BL Sp	AS FLD-AS-BL SP	013	913
5137	Behavior Intervention and Coaching Specialist	BE INT/COACH SP	024	924
3340	Braille Transcriber	BRAILLE TRNSCBR	018	918
5148	Broadcast Engineer	BROADCAST ENGNR	034	934
5149	Broadcast/Master Control Associate	B/MTR CONTROL A	016	916
5011	Campus Security Officer	CAMPUS SEC OFF	016	916
3285	Certified Occupational Therapy Assistant	CER OCC TH ASST	024	924
5030	Chemical Application Technician	CHEM APPL TECH	020	920
0122	Choral Accompanist	CHORAL ACCPNIST	015	915
5108	Computer Support Technician	COMP SUP TECH	038	938
0624	Contract Analyst	CONTRACT ANALYS	036	936
0691	Cook-Remote Site	COOK-REMOTE SITE	016	916
3343	Credential Services Specialist	CRED SRVCS SPC	024	924
0139	Custodian	CUSTODIAN	014	914
5025	Custodian Assistant	CUSTODIAN ASST	005	905
5039	Dance Accompanist	DANCE ACCPNIST	015	915
5138	Facilities Planning Technician	FACIL PLAN TECH	027	927

3348	Facilities Use Technician	FACIL USE TECH	020	920
0477	Food Production Utility Worker	FD PROD UTL WKR	016	916
5012	Gang Intervention Specialist	GANG INTVENT SP	022	922
5170	GED Examiner	GED EXAMINER	025	925
5152	Graphic Designer	GRAPHIC DESIGN	029	929
0175	Grounds Equipment Operator I	GRNDS EQ OP I	020	920
0176	Grounds Equipment Operator II	GRNDS EQ OP II	022	922
5031	Grounds Equipment Operator II/Driver	GRNDS E O II/DR	024	924
0172	Groundskeeper	GRNDSKEEPER	016	916
5005	Head Start Disability/Mental Health Assistant	HS DBLT/MTL H A	015	915
5075	Head Start Family Services Liaison	HS FAM SVCS LIA	015	915
0657	Head Start Instructional Aide	HS INSTR AIDE	007	907
3297	Head Start Nutrition Assistant	HS NUTR ASST	016	916
0382	Head Start Parent Aide (R)	HS PAR AIDE (R)	001	901
5194	Head Start Senior Family Services Liaison	HS SR F SVC LIA	018	918
5170	Health Assistant	HEALTH ASST	015	915
5200	High School Equivalency Examiner	HS EQV EXAMINER	025	925
5201	High School Equivalency Examiner - BL Spanish	HS EQV EXM BLS	025	925
3350	Human Resources Assistant	HUMAN RES ASST	016	916
3352	Human Resources Technician	HUMAN RES TECH	021	921
0783	Infant/Toddler Caregiver	INF/TOD CARGVR	006	906
5117	Information Technology Projects Coordinator	INFO TECH PR CO	042	942
0436	Instructional Aide	I AID	010	910
0221	Instructional Aide-Alternative Schools	I AID-ALT SCH	010	910
0438	Instructional Aide-Alternative Schools-BL Khmer	I AID A S-BL KH	010	910
0439	Instructional Aide-Alternative Schools-BL Spanish	I AID A S-BL SP	010	910
0495	Instructional Aide-BL French	I AID-BL FR	010	910
0496	Instructional Aide-BL Japanese	I AID-BL JA	010	910
0440	Instructional Aide-BL Khmer	I AID-BL KH	010	910
0494	Instructional Aide-BL Laotian	I AID-BL LAO	010	910
0493	Instructional Aide-BL Samoan	I AID-BL SAM	010	910
0442	Instructional Aide-BL Spanish	I AID-BL SP	010	910

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0444	Instructional Aide-BL Tagalog	I AID-BL TAG	010	910
0492	Instructional Aide-BL Vietnamese	I AID-BL VIET	010	910
3271	Instructional Aide-Deaf/Hard of Hearing	IA-D/H OF HEAR	016	916
0446	Instructional Aide-Foreign Language Laboratory	I AID-F L LAB	012	912
0447	Instructional Aide-Instrumental Music	IA-INSTR MUSIC	012	912
5141	Instructional Aide-Intensive Reading Clinic	IA-INTEN READ C	012	912
3272	Instructional Aide Interpreter-Deaf/Hard of Hearing*	IA INT-D/H HEAR	028	928
				031
0601	Instructional Aide-Mobile Classroom	IA-MOBILE CLSRM	012	912
3273	Instructional Aide-Parent Resources Center	IA-PAR RES CTR	010	910
3274	Instructional Aide-Parent Resources Center/BL	IA-PR RES CTR/B	010	910
3275	Instructional Aide-Parent Resources Center (R)	IA-PR-RES CTR-R	010	910
3276	Instructional Aide-Parent Resources Center/BL (R)	IA-P RES CT/B-R	010	910
0448	Instructional Aide-Special	I AID-SPC	012	912
0449	Instructional Aide-Special-BL Khmer	I AID-SPC-BL KH	012	912
0450	Instructional Aide-Special-BL Spanish	I AID-SPC-BL SP	012	912
3293	Instructional Aide-Speech & Language Communication	IA-S/L COMM	012	912
3294	Instructional Aide-Speech & Language Communication-BL	IA-S/L COMM-BL	012	912
0773	Instructional Assistant-Adult School Literacy Services	IA-A S LIT SER	020	920
0885	Instructional Assistant-After School Literacy Program	I A-AFTR SCH PG	020	920
0244	Instructional Assistant-Ballet Folklorico-BL Spanish	I AST-BF BL SP	020	920
0479	Instructional Assistant-CDC Guidance	I AST-CDC GUID	020	920
0603	Instructional Assistant-Computer Resources	I AST COMP RESC	020	920
0452	Instructional Assistant-Computer Resources-BL Spanish	I AST-CR-BL SP	020	920
0497	Instructional Assistant-Cross Cultural BL Hmong	I AST-CC BL HM	020	920
0453	Instructional Assistant-Cross Cultural BL Khmer	I AST-CC BL KH	020	920
0498	Instructional Assistant-Cross Cultural BL Lao	I AST-CC BL LAO	020	920
0455	Instructional Assistant-Cross Cultural BL Spanish	I AST-CC BL SP	020	920
0458	Instructional Assistant-Gang Prevention	I AST-GANG PREV	020	920
0459	Instructional Assistant-Gang Prevention (R)	I AST-GA PREV R	020	920
0460	Instructional Assistant-Gardening	I AST-GARDENING	020	920
5035	Instructional Assistant-Intensive Behavioral Treatment	IA-INT-BHVL TRT	020	920
5199	Instructional Assistant-Male Academy	I AST-MALE ACAD	020	920
5172	Instructional Assistant-Mathematics	INST ASST-MATH	020	920
0214	Instructional Assistant-On Campus Program	INST ASST OCP	020	920

3277	Instructional Assistant-Parent Resources Center	I AST-P RES CTR	020	920
3278	Instructional Assistant-Parent Resources Center/BL	I AST-PR RS C/B	020	920
3279	Instructional Assistant-Parent Resources Center (R)	I AST-PR RS C-R	020	920
3280	Instructional Assistant-Parent Resources Center/BL (R)	I AST-P R C/B-R	020	920
0766	Instructional Assistant-School for Adults	I AST-SCH ADULT	020	920
0666	Instructional Materials Technician	INST MATRL TECH	020	920
3353	Instructional Warehouse Assistant	INST WRHSE ASST	016	916
0755	Intermediate Accounting Assistant	INT ACCTG ASST	019	919
5058	Intermediate Nutrition Services Worker	INT NUTR SV WKR	008	908
0673	Intermediate Office Assistant	INT OFFICE ASST	015	915
5050	Intermediate Office Assistant-BL Spanish	IOA-BL SP	015	915
3354	Intermediate Office Assistant-Schools	INT OFF ASST/SC	015	915
5052	Intermediate Office Assistant-Schools BL Spanish	IOA/SCH-BL SP	015	915
0756	Intermediate Payroll Accounting Technician	INT PYRL AC TEC	019	919
5126	Inventory Control Technician	INV CNTRL TECH	020	920
0463	Job Developer	JOB DEVELOPER	020	920
5186	Job Developer-BL Spanish	JOB DEV BL SP	020	920
0694	Kids' Club Assistant	KIDS CLUB ASST	007	907
0515	Kids' Club Lead Assistant	K C LEAD ASST	009	909
0205	Lead Custodian	LEAD CUSTODIAN	017	917
0465	Library/Media Assistant	LIB/MED ASST	020	920
5021	Library/Media Center Assistant	LIB/MED CTR AST	020	920
3355	Library Services Assistant	LIB-SRVCS-ASST	016	916
0208	Locker Room Attendant	LCKR RM ATTDNT	015	915
0219	Mail Delivery Driver	MAIL DELIV-DR	016	916
5144	Mail/Switchboard Services Assistant	ML/SWBRD SV AST	016	916
0627	Maintenance Material Coordinator	MAINT MAT COORD	034	934
5180	Migrant Education Recruiter-BL Spanish	MIG ED RC BL SP	017	917
5127	Military Property Specialist	MILIT PROP SPEC	020	920

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5119	Network Specialist	NETWORK SPEC	042	942
5112	Nutrition Services Technology Coordinator	NUT SV TCH COOR	042	942
5068	Nutrition Services Worker	NUTR SRVCS WKR	005	905
3359	Office Assistant	OFFICE ASST	010	910
5158	Office Assistant-BL Spanish	OFF ASST-BL SP	010	910
0245	Pool Attendant	POOL ATTENDANT	019	919
0758	Position Control Technician	POS CONTRL TECH	024	924
5155	Production Specialist/Editor	PROD SPC/EDITOR	019	919
0607	Public & Employee Information Assistant	PUB EM INF ASST	020	920
5128	Purchasing Agent	PURCH AGENT	034	934
5129	Purchasing Assistant	PURCH ASST	018	918
5130	Purchasing Projects Technician	PURCH PROJ TECH	023	923
0674	Receptionist	RECEPTIONIST	013	013
0675	Records Office Assistant	RECDS OFF ASST	015	915
5132	Reprographics Technician	REPRGRPHIC TECH	016	916
0433	Research Office Technician	RSRCH OFF TECH	020	920
5181	School/Community Liaison-BL Khmer	SCH/COMM LIA KH	013	913
5178	School/Community Liaison-BL Spanish	SCH/COMM LIA SP	013	913
3360	School Data Technician	SCH DATA TECH	018	918
5013	School Safety Communications Operator	SCH SFTY COM OP	021	921
5015	School Safety/Security Specialist	SCH SFTY/SEC SP	020	920
5014	School Safety Officer	SCH SFTY OFF	031	931
5099	School Support Assistant	SCH SUP ASST	010	910
5100	School Support Assistant-BL	SCH SUP ASST BL	010	910
0760	Senior Accounting Assistant	SR ACCTG ASST	022	922
0761	Senior ASB Financial Technician	SR ASB FIN TECH	023	923
0478	Senior Food Production Utility Worker	SR FD PR UTL WK	019	919
5174	Senior Health Assistant	SR HEALTH ASST	024	924
5071	Senior Nutrition Services Worker	SR NUTR SV WKR	011	911
0677	Senior Office Assistant	SR OFFICE ASST	019	919
5089	Senior Office Assistant-BL Spanish	SR OFF A-BL SP	019	919

3363	Senior Office Assistant-Schools	SR OFF ASST/SCH	019	919
5091	Senior Office Assistant-Schools-BL Spanish	SR OF A-S BL SP	019	919
0762	Senior Payroll Accounting Technician	SR PAY ACTG TEC	023	923
5133	Senior Purchasing Assistant	SR PURCH ASST	022	922
3369	Senior Research Office Technician	SR RCH OFF TECH	023	923
5120	Senior Systems Analyst	SR SYS ANALYST	045	945
5167	Senior Technology Support Representative	SR TECH SUP REP	032	932
5184	Senior Translator-Interpreter-BL Spanish	SR TRANS-INT SP	023	923
5055	Site Specialist-Special Projects	SITE SPEC-SP PR	024	924
0573	Small Engine Mechanic	SML ENGINE MECH	025	925
5024	Speech-Language Pathology Assistant	S-L PATHOLOGY A	024	924
5163	Speech-Language Pathology Assistant-BL Spanish	S-L PATH A BL S	024	924
3364	Staff Secretary	STAFF SECRETARY	019	919
5085	Staff Secretary-BL	STAFF SEC BL	019	929
0379	Stage Technician	STAGE TECH	022	922
5164	Student Data Systems Specialist	STU DATA SYS SP	029	929
0399	Student Evaluation Technician	STU EVAL TECH	020	920
0480	Student Evaluation Technician-BL Khmer	ST E TECH-BL KH	020	920
0483	Student Evaluation Technician-BL Spanish	ST E TECH-BL SP	020	920
0763	Student Financial Technician-Avalon	STU FIN TECH-AV	023	923
5176	Student Store Assistant	STDNT STOR ASST	008	908
5182	Student Store Lead	STDNT STOR LEAD	016	916
5107	Systems Analyst	SYSTEMS ANALYST	042	942
5111	Systems Operator	SYSTEMS OPER	025	925
5168	Technology Services Inventory Technician	TECH SV INV TEC	020	920
5113	Technology Support Representative	TECH SUP REP	029	929
5183	Transitional Services Specialist-BL Spanish	TRANS SV SPC SP	020	920
5079	Translator-Interpreter-BL Spanish	TRANS-INT -BL SP	020	920
0389	Transportation Aide	TRNSP AIDE	007	907
0490	Transportation Aide-BL Khmer	TRAN AID-BL KH	007	907
0491	Transportation Aide-BL Spanish	TRAN AID-BL SP	007	907
0392	Truck Driver	TRUCK DRIVER	023	923

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0712 Warehouse Materials Processor
5083 Webmaster

WRHSE MAT PROC 021 921
WEBMASTER 036 936

GRANDFATHERED CLASSIFICATIONS UNIT A - SALARIES FOR EMPLOYEES HIRED PRIOR TO 6/30/02

~~0670 School Security Attendance Officer~~
5018 Gang Intervention Specialist
5019 Campus Security Officer

~~SCH SEC ATT OFF 030 930~~
GANG INTVENT SP 024 924
CAMPUS SEC OFF 020 920

SALARY SCHEDULE 5
UNIT B - CONSTRUCTION/REPAIR AND TRANSPORTATION UNIT CLASSIFICATIONS - (C2)

CODE	CLASS TITLE	CLASS ABBREVIATION	QW RANGE	HOURLY RANGE
3289	Air Conditioning & Refrigeration Technician	AC & REF TECH	034	934
0076	Architectural Drafting Technician	ARC DRF TECH	033	933
5142	Asphalt Worker	ASPHALT WORKER	027	927
0092	Automotive Mechanic	AUTO MECHANIC	028	928
0285	Boiler & Gas Appliance Technician	BLR GS APP TECH	034	934
0625	Building Maintenance Worker	BLDG MAINT WKR	023	923
0880	Building Maintenance Worker/Driver	BLDG MAINT W/D	024	924
0101	Bus Driver	BUS DRIVER	024	924
0114	Carpenter	CARPENTER	031	931
3320	Construction Inspector	CONST INSPECTOR	038	938
3311	Construction Inspector-Special	CONST INS-SPEC	038	938
0161	Electrician	ELECTRICIAN	034	934
0110	Electronics Technician	ELECTRONIC TECH	031	931
5175	Energy Conservation Specialist	ENRG CONSRV SPC	031	931
3304	Environmental Health & Safety Technician	ENVIR H&S TECH	031	931
0367	Fence Erector	FENCE ERECTOR	027	927
0476	Food Production Equipment Technician	FD PROD EQ TECH	034	934
0111	Glazier	GLAZIER	028	928
0187	Heavy Truck Driver	HVY TRUCK DRVR	024	924
3310	Heavy Truck/Bus/Automotive Mechanic	HVY T/B/A MECH	031	931
5103	HVAC Technician	HVAC TECHNICIAN	034	934

0204	Laborer	LABORER	018	918
0617	Landscape Irrigation Worker	LNDSCP IRR WKR	025	925
0209	Locksmith	LOCKSMITH	031	931
3321	Maintenance Cost Estimator	MAINT COST EST	036	936
0112	Maintenance Mechanic	MAINT MECHANIC	030	930
0225	Office Machine Technician	OFFC MACH TECH	029	929
0113	Painter	PAINTER	028	928
0184	Pest Control Technician	PEST CNTRL TECH	031	931
3308	Plant Utilities Operator	PLNT UTILITY OPER	024	924
0241	Plasterer	PLASTERER	031	931
0242	Plumber	PLUMBER	034	934
0270	Senior Architectural Drafting Technician	SR ARCH DRF TECH	037	937
0119	Senior Electronics Technician	SR ELCTRNC TECH	033	933
5193	Senior Locksmith	SR LOCKSMITH	034	934
0277	Sheet Metal Worker	SHEET METAL WKR	036	936
0123	Sign Maker	SIGN MAKER	028	928
3303	Skilled Maintenance Worker-Hi Hill	S MNT WKR HHILL	029	029
3300	Stationary Engineer-Nutrition Center	STAT ENGR N CTR	034	934
3309	Telecommunications Technician	TELECOM TECH	034	934
5040	Transportation Scheduler	TRANS SCHEDULER	028	928
3299	Water/Boiler Treatment Specialist	WTR BLR TR SPEC	027	927
0137	Welder	WELDER	031	931
GRANDFATHERED CLASSIFICATIONS UNIT B - SALARIES FOR EMPLOYEES HIRED PRIOR TO 3/1/2001				
0163	Electronics Technician	ELECTRONIC TECH	034	934
0170	Glazier	GLAZIER	031	931
0231	Painter	PAINTER	031	931
0303	Welder	WELDER	034	934

1 APPENDIX G: DISTRICT TECHNOLOGY INTERNET AND ELECTRONIC
 2 MAIL GUIDELINES AND PROCEDURES (MOU)

3
 4 All access to the Internet sites is routed through a "technology protection measure"
 5 designed to filter out material that is in violation of the District's Internet policies. This
 6 filter will block most objectionable material. Users should be aware that some
 7 objectionable material may be missed by the filter and users, upon discovering the
 8 presence of such material, shall report offending sites to the Technology and Information
 9 Services Branch **Help Desk** at extension 8411. Review processes are available in place to
 10 block sites with objectionable material and to request the removal of blocks to sites that
 11 users believe contain material that has educational benefit. Finally, an adult filter is
 12 available if the user submits a request and receives approval from the appropriate Assistant
 13 Superintendent and the Executive Director of Information Services.

14
 15 Represented classified employees are responsible for following generally accepted social
 16 standards for use of a publicly owned and operated communication tool **which includes**
 17 **various technology systems such as the Internet**. Represented classified staff will
 18 maintain high standards of ethical conduct while using ~~the system~~ **all District technology**
 19 **systems**. Examples of unethical, unacceptable use of District technology equipment
 20 include the following:

- 21
- 22 ✓ Sending, displaying, or accessing pornographic, abusive, obscene, or other
 - 23 objectionable language, graphics, or other media
 - 24 ✓ Unauthorized disclosure, use, and dissemination of personal information about
 - 25 students or employees
 - 26 ✓ "Hacking" or otherwise engaging in unlawful **computer or technology oriented**
 - 27 activities ~~while online~~
 - 28 ✓ Using obscene language
 - 29 ✓ Harassing, insulting, or attacking others
 - 30 ✓ Intentionally damaging computers, computer systems, data, files, information or
 - 31 computer networks
 - 32 ✓ Violating copyright laws
 - 33 ✓ Using or distributing another's password
 - 34 ✓ Trespassing in another's **digital** folders, ~~work~~, or files
 - 35 ✓ Intentionally wasting limited resources
 - 36 ✓ Employing the network for outside business or commercial purposes
 - 37 ✓ Sending or ~~receiving~~ **requesting** of unethical, illegal, immoral, inappropriate, or
 - 38 unacceptable information of any type
 - 39 ✓ Engaging in activities that cause disruption to **District technology** ~~the network or~~
 - 40 ~~its~~ systems
 - 41 ✓ Attempting to bypass **District technology** ~~the system~~ security measures
 - 42 ✓ Reposting or forwarding without the permission of the sender a message sent to
 - 43 you privately which is of a confidential nature or one clearly designed to be read by
 - 44 a limited number of selected recipients
 - 45 ✓ Posting chain letters or engaging in "spamming" – i.e., sending an annoying or
 - 46 otherwise unnecessary message to a large number of people

1
2 ~~The network~~ District technology is provided for represented classified staff to conduct
3 research, to communicate with others on academic topics, and to engage in legitimate
4 District business. Individual users of the District ~~technology computer networks~~ are
5 responsible for their behavior and communications while using the technology on these
6 networks. Users shall comply with District standards and will abide by the policies
7 specified herein. Violations of the District policy described may result in access privileges
8 being suspended or revoked, as well as other disciplinary action as warranted. Any
9 commercial, political, or unauthorized use of District technology systems ~~these materials~~
10 or services, in any form, is forbidden. All copyright laws must be observed.

11
12 Members of the classified bargaining unit may engage in association business on the
13 District computer networks. Such association business shall be conducted during non-duty
14 hours which are defined in Article III, Section A and D (1) of this Agreement. Association
15 use of District e-mails shall be limited to the following: authorized Association
16 representatives may use District e-mails to provide notice of meetings, agendas for
17 meetings, minutes of meetings, confirmation of a meeting with a District representative, or
18 a limited distribution communique' between an authorized Chapter officer and a District
19 representative; the Association will not use e-mail to denigrate the District or its personnel
20 and will observe the prohibitions of Education Code, Section 7054. Email addresses will
21 not be created for classified employees unless it is a requirement for the employees in their
22 classification. If requested, members of the CSEA Executive Board will be given access to
23 District email.

24
25 The Long Beach Unified School District respects the privacy of all classified users.
26 System administrators and their staff may not log on to a user's account or view a user's
27 files without explicit permission from the user (for example, by setting file access
28 privileges). Exceptions arise when the user's account is suspected either of disrupting or
29 endangering the security or integrity of any District technology network systems or
30 services or of violations of applicable school district policies, federal or state law. Even
31 then, the system administrator must normally obtain prior approval of the Executive
32 Director of Information Services or the Deputy Superintendent of Education Services
33 unless grave danger to the continued operation of the District's technology systems
34 requires emergency action. Passwords for email are not required to be given to site
35 management. Information Technology can access an individual's account if necessary.
36 An employee may give proxy rights to their account rather than share their password.

37
38 This does not preclude ~~system administrators~~ Technology and Information Services staff
39 from maintaining and monitoring system logs of user activity ~~from within the District~~
40 ~~firewall on school district property~~ which access District technology systems. Moreover,
41 automated searches for activities files that endanger system security or integrity are
42 preformed regularly to protect all users. Technology and Information Services System
43 administrators may take appropriate action in response to detection of such activity files
44 (typically removal of ~~these infected~~ files and possibly suspension of the user's accounts
45 until the matter can be resolved).

46

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

8
9 **The Ssecurity of en any information computer-system** is a high priority, especially any
10 system that has many users and/or Internet access. Represented classified staff members
11 shall not let others use his or her account or password as he or she has a reasonable
12 responsibility for all actions related to his or her account. Classified staff must notify
13 school administrators immediately if their password is lost or stolen or if they think
14 someone has access to their account. Represented classified employees are to use only the
15 network directories and resources that have been assigned for their use. Unauthorized
16 access to any other level of the system, or other system resources, is strictly prohibited.
17 Users will make no attempt to bypass the District anti-virus software, firewall, filtering and
18 safeguards. When finished with a computer represented classified employees are expected
19 to logout where appropriate.

20
21 Represented classified employees are not allowed to install software or applications onto
22 ~~the computers, or the computer network,~~ or any **District technology systems** without a
23 valid purchase order or other proof of District or personal ownership. Legal software
24 and/or data stored on ~~local hard drives of~~ **District technology devices** ~~computers~~ are
25 subject to removal with prior notification and consent the represented classified staff
26 member. Long Beach Unified School District shall take reasonable precautions to ensure
27 the security, integrity, or longevity of data and/or programs stored on **District technology**
28 **systems staff computers**.

29
30 Represented classified staff acknowledge that they share responsibility for any and
31 all use of the District's **technology systems** ~~computer network~~ and that misuse could lead
32 to liability and/or consequences that extend beyond the District's authority. The Long
33 Beach Unified School District and its represented classified staff members shall be held
34 harmless from any use or misuse of **District technology systems** ~~the computer network~~ by
35 students. Long Beach Unified School District makes no warranty of any kind, whether
36 expressed or implied, for the service that it is providing. Long Beach Unified School
37 District will not be responsible for any damage users may suffer including, but not limited
38 to, loss of data or interruptions of service as a consequence of equipment failure, either on
39 or off District property. Long Beach Unified School District and its represented classified
40 employees are not responsible for the accuracy or quality of the information obtained
41 through or stored on the system.

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APPENDIX H

Memorandum of Understanding

Regarding the
No Child Left Behind Act

November 21, 2005

The Long Beach Unified School District (District) and the California School Employees Association and its Long Beach Chapter 2 (CSEA) recognize that it is in the best interests of all parties to agree to a procedure to resolve the impacts and effects of bargaining unit paraprofessionals employed in positions funded by Federal Title I funding as a result of the No Child Left Behind Act of 2001 (Act). Accordingly the parties agree as follows:

1. Paraprofessional positions identified in Exhibit 1 of this Memorandum of Understanding must meet the requirements of the Act.
2. All paraprofessional employees hired on or after February 1, 2003* are deemed to have met the requirements for the No Child Left Behind Act.
3. ~~To determine individual paraprofessionals' compliance with the Act, the District will conduct a survey of all paraprofessionals hired prior to February 1, 2003.~~
 - a. Those employees who furnish official college transcripts which indicate that they have attained an Associate of Arts degree or higher, 48 semester or 60 quarter units of college, are declared to have met the requirements of the Act. Submission of an original Associate of Arts Degree is also acceptable.
 - b. Those employees who furnish proof of an acceptable passing score on an approved college entrance examination are declared to have met the requirements of the Act.
 - c. Those who have not attained the requirements stated above in Sections 3.a. and 3.b. are not necessarily deemed to have met the requirements of the Act.
4. Those paraprofessionals not deemed to have met the requirements of the Act shall be subject to evaluation consisting of a Structured Observational Evaluation as provided by CODESP. Both parties agree that the Structured Observational Evaluation meets the rigorous requirements of the Act. The evaluation shall be offered at no cost to the paraprofessional and shall be administered during the employee's normal workday. Paraprofessionals required to complete the evaluation outside of their normal workday shall be paid at the appropriate rate of pay. The Structured Observational Evaluation shall be conducted by the classroom teacher to which the paraprofessional provides support. This evaluation shall be used solely for the purpose of evaluating the employees' ability to assist in

* 29 designated employees excluded from paragraph 2 of this agreement – see addendum

APPENDIX H – NO CHILD LEFT BEHIND ACT (continued)

- 1 classroom instruction. This evaluation shall be separate from, and have no bearing
2 on, the employees' District performance evaluation.
- 3
- 4 a. Those paraprofessionals whose Structured Observational Evaluations are
5 rated as either "Meets Requirements" or "Exceeds Requirements" are
6 declared to have met the requirements of the Act.
- 7
- 8 b. Those paraprofessionals whose Structured Observational Evaluations or
9 portions thereof are rated as "Does Not Meet Requirements" are not deemed
10 to have met the requirements of the Act. Paraprofessionals shall not be
11 required to re-take the portion(s) of the observational test previously taken
12 and passed as "Meets Requirements" or "Exceeds Requirements."
- 13
- 14 Those paraprofessionals that do not rate at "Meets" or "Exceeds"
15 requirements on the first attempt shall be provided tutoring and/or remedial
16 training for meeting satisfactory observational standards. A maximum of
17 two (2) additional observations shall be performed for each "Does Not Meet
18 Standards" paraprofessional. The employee may request, after the initial
19 "Does Not Meet Standards" rating, subsequent ratings to be conducted by
20 other certificated staff deemed by the District to be "highly qualified" to
21 assess the activities performed by the paraprofessional. The District shall
22 determine and assign certificated evaluators to conduct subsequent
23 Structured Observational Evaluations. Upon attaining a "Meets" or
24 "Exceeds Standards" rating, paraprofessionals shall be declared to have met
25 the requirements of the Act.
- 26
- 27 5. If the paraprofessional is unable to satisfy the provisions outlined in Sections 1-4
28 above, the District shall provide the paraprofessional with the opportunity to take
29 the Long Beach Community College Entrance Exam in order to meet the
30 requirements of the Act. Upon passing said exam the paraprofessional shall be
31 declared to have met the requirements of the Act.
- 32
- 33 Those paraprofessionals that do not pass the exam on the first attempt shall be
34 provided the opportunity for tutoring and/or remedial training and additional
35 opportunities to take the exam. Upon passing the exam the said paraprofessionals
36 shall be declared to have met the requirements of the Act.
- 37
- 38 6. If by June 30, 2006 the paraprofessional cannot meet any of the provisions listed
39 above and does not otherwise satisfy the requirements of the Act the District shall
40 transfer the paraprofessional to a vacant non-Title I funded position.
- 41
- 42 a. If there are no vacant non-Title I funded positions available, affected
43 employees shall be subject to layoff for lack of work and may exercise their
44 bumping rights into a former classification in which they previously held
45 status, in accordance with Education Code provisions relative to the layoff
46 process.

APPENDIX H – NO CHILD LEFT BEHIND ACT (continued)

1 b. Affected employees who do not have bumping rights or choose not to
2 exercise them shall be subject to layoff for lack of work and placed on the
3 Thirty-Nine (39) Month Reemployment List. Employees who within
4 thirty-nine (39) months of the effective date of layoff meet the requirements
5 of the Act and provide proof of such to the District shall be entitled to
6 employment in a vacant paraprofessional position. Order of return shall be
7 consistent with the Education Code provisions relative to the layoff and
8 reemployment process.
9

10 7. A letter of certification shall be issued to each LBUSD paraprofessional once they
11 have provided proof of or demonstrated meeting the requirements of the Act.
12

13 8. Any dispute that arises in the administration of this MOU shall be subject to the
14 express terms of the collective bargaining Agreement Grievance Procedure, Article
15 XII.
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APPENDIX H - NO CHILD LEFT BEHIND ACT (continued)

EXHIBIT 1

Classifications required to meet the requirements of the
No Child Left Behind Act

1. Choral Accompanist (0122)
2. Dance Accompanist (5039)
3. Instructional Aide - ~~A.D.D.~~ ~~V/V~~ Intensive Reading Clinic (07345141)
4. Instructional Aide (0436)
5. Instructional Aide BL French (0495)
6. Instructional Aide BL Japanese (0496)
7. Instructional Aide BL Khmer (0440)
8. ~~Instructional Aide BL Khmer (R) (0441)~~
9. ~~8.~~ Instructional Aide BL Lao (0494)
10. ~~10.~~ ~~9.~~ Instructional Aide BL Samoan (0493)
11. ~~11.~~ ~~10.~~ Instructional Aide BL Spanish (0442)
12. ~~12.~~ ~~Instructional Aide BL Spanish (R) (0443)~~
13. ~~13.~~ ~~11.~~ Instructional Aide BL Tagalog (0444)
14. ~~14.~~ ~~Instructional Aide BL Tagalog (R) (0445)~~
15. ~~15.~~ ~~12.~~ Instructional Aide BL Vietnamese (0492)
16. ~~16.~~ ~~Instructional Aide (R) (0437)~~
17. ~~17.~~ ~~13.~~ Instructional Aide-Alternative Schools (0221)
18. ~~18.~~ ~~14.~~ Instructional Aide-Alternative Schools BL Khmer (0438)
19. ~~19.~~ ~~15.~~ Instructional Aide-Alternative Schools BL Spanish (0439)
20. ~~20.~~ ~~16.~~ Instructional Aide-Deaf/Hard of Hearing (3271)
21. ~~21.~~ ~~17.~~ Instructional Aide-Foreign Language Laboratory (0446)
22. ~~22.~~ ~~18.~~ Instructional Aide Interpreter-Deaf/Hard of Hearing (3272)
23. ~~23.~~ ~~19.~~ Instructional Aide-Instrumental Music (0447)
24. Instructional Aide-Mobile Classroom (0601)
25. Instructional Aide-Special (0448)
26. ~~26.~~ ~~Instructional Aide Special (R) (5041)~~
27. Instructional Aide-Special BL Khmer (0449)
28. Instructional Aide Special BL Spanish (0450)
29. Instructional Aide-Speech & Language Communication (3293)
30. Instructional Aide-Speech & Language Communication BL (3294)
31. Instructional Assistant-Adult School Literacy Services (0773)
32. Instructional Assistant-After School Program (0885)
33. Instructional Assistant-Ballet Folklorico BL Spanish (0244)
34. Instructional Assistant-CDC Guidance (0479)
35. ~~35.~~ ~~Instructional Assistant-Composition Magnet Program (0618)~~
36. ~~36.~~ ~~35.~~ Instructional Assistant-Computer Resources (0603)
37. ~~37.~~ ~~Instructional Assistant-Computer Resources (R) (0451)~~
38. ~~38.~~ ~~36.~~ Instructional Assistant-Computer Resources BL Spanish (0452)
39. ~~39.~~ ~~37.~~ Instructional Assistant-Cross Cultural BL Hmong (0497)
40. ~~40.~~ ~~38.~~ Instructional Assistant-Cross Cultural BL Khmer (0453)
41. ~~41.~~ ~~Instructional Assistant-Cross Cultural BL Khmer (R) (0454)~~

APPENDIX H – NO CHILD LEFT BEHIND ACT (continued)

- 1 42. Instructional Assistant-Cross Cultural BL Lao (0498)
- 2 43. Instructional Assistant-Cross Cultural BL Spanish (0455)
- 3 ~~44. Instructional Assistant-Cross Cultural BL Spanish (R) (0456)~~
- 4 ~~45. Instructional Assistant DATE (0457)~~
- 5 ~~46. Instructional Assistant DATE BL Khmer (0211)~~
- 6 ~~47.44. Instructional Assistant-Gang Prevention (0458)~~
- 7 ~~48.45. Instructional Assistant-Gang Prevention (R) (0459)~~
- 8 ~~49.46. Instructional Assistant-Gardening (0460)~~
- 9 ~~47. Instructional Assistant-Intensive Behavioral Treatment (5035)~~
- 10 ~~50.48. Instructional Assistant – Mathematics (5172)~~
- 11 ~~51.49. Instructional Assistant-On Campus Program (0214)~~
- 12 ~~52.50. Instructional Assistant-School for Adults (0766)~~
- 13 ~~53. Instructional Associate Southeast Asian Education (0048)~~
- 14 ~~54. Instructional Associate Southeast Asian Education (R) (0583)~~
- 15 ~~55.51. Library/Media Assistant (0465)~~
- 16 ~~56.52. Library/Media Center Assistant (5021)~~
- 17 ~~57.53. Stage Technician ((0379)~~
- 18 ~~58. Student Evaluation Technician (0399)~~
- 19 ~~59. Student Evaluation Technician BL Khmer (0480)~~
- 20 ~~60. Student Evaluation Technician BL Laotian (0481)~~
- 21 ~~61. Student Evaluation Technician BL Samoan (0482)~~
- 22 ~~62. Student Evaluation Technician BL Spanish (0483)~~
- 23 ~~63. Student Evaluation Technician BL Spanish (R) (0769)~~
- 24 ~~64. Student Evaluation Technician BL Tagalog (0484)~~
- 25 ~~65. Student Evaluation Technician BL Vietnamese (0485)~~
- 26 ~~66. Supervising Instructional Aide-Deaf/Hard of Hearing (3284)~~
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Memorandum of Understanding
Between
The Long Beach Unified School District
and
The California School Employees Association
and its Long Beach Chapter #2 Units A & B

The California School Employees Association Long Beach Chapter #2 Units A & B and the Long Beach Unified School District (LBUSD) enter into this Memorandum of Understanding and agree as follows:

The California School Employees Association Long Beach Chapter #2 Units A & B and the Long Beach Unified School District support the highest possible quality of education. New employees to the District benefit from the values, guidelines, and professional support provided during new employee orientation. For that purpose, when the District holds Classified New Employee Orientation sessions, CSEA will be included on the agenda for a designated period of time to review its services offered to unit members.

1. For Classified New Employee Orientation sessions, CSEA will have the right to appoint no more than two (2) CSEA members.
2. Release time for these meetings will not be charged to Association leave.

FOR THE CSEA:

Valeeta Pharr
Valeeta Pharr, President
CSEA, Long Beach Chapter #2

02/22/2016
Date

Adrienne Rambo
Adrienne Rambo, Vice President – Unit A
CSEA, Long Beach Chapter #2

2.22.2016
Date

Dan Ewaskey
Dan Ewaskey, Vice President – Unit B
CSEA, Long Beach Chapter #2

2-22-16
Date

d'Ann Madore
d'Ann Madore,
CSEA Labor Relations Representative

2/22/16
Date

FOR THE DISTRICT:

David Zaid
David Zaid, Director
Long Beach Unified School District

2/22/16
Date

Memorandum of Understanding
Between
The Long Beach Unified School District
and
The California School Employees Association
And its Long Beach Chapter #2 Units A & B

The California School Employees Association Long Beach Chapter #2 Units A & B and the Long Beach Unified School District (LBUSD) enter into this Memorandum of Understanding 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. Unit members who elect to participate in the Weight Watchers Health Solutions Program offered by LBUSD will pay the following amounts:
 - a. Where Weight Watchers meetings are included: \$18.25 per month.
 - b. Where Weight Watchers meetings are excluded: \$8.05 per month.
3. The Weight Watchers Health Solutions Program, including participant enrollment, will be reviewed and evaluated by CSEA and LBUSD during November of 2016 and may be continued for the 2017-2018 school year upon mutual written agreement of the parties.

FOR THE CSEA:

Valeeta Pharr
Valeeta Pharr, President
CSEA, Long Beach Chapter #2

02/22/2016
Date

Adrienne Rambo
Adrienne Rambo, Vice President – Unit A
CSEA, Long Beach Chapter #2

2.22.2016
Date

Dan Ewaskey
Dan Ewaskey, Vice President – Unit B
CSEA, Long Beach Chapter #2

2-22-16
Date

d'Ann Madore
d'Ann Madore,
CSEA Labor Relations Representative

2/22/16
Date

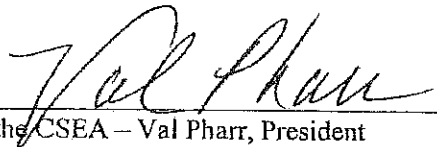
FOR THE DISTRICT:

David Zaid
David Zaid, Director
Long Beach Unified School District

2/22/16
Date

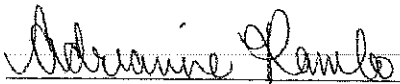
Memorandum of Understanding
Between
Long Beach Unified School District
And
California School Employees Association
Long Beach Chapter 2
Unit A and Unit B

The following shall apply to the new agreement dated November 1, 2015 – October 31, 2018. Once agreements are printed, in the event either party discovers any scribe's material errors, the parties shall revert to the applicable tentative agreements(s) for clarification and/or correction. For purposes of this clause a 'material error' is one which changes or otherwise affects the meaning of the language.



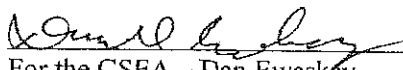
For the CSEA – Val Pharr, President

02/22/2016
Date



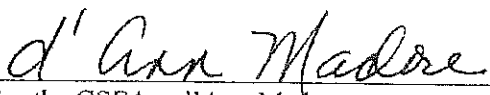
For the CSEA – Adrienne Rambo
Unit A Vice President

2.22.2016
Date



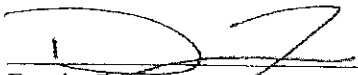
For the CSEA – Dan Ewaskey
Unit B Vice President

2-22-16
Date



For the CSEA – d'Ann Madore
Labor Relations Representative

2/22/16
Date



For the District – David Zaid
Director, Employee Relations Services

2/22/16
Date

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FOR THE CSEA:

Valeeta Pharr
Valeeta Pharr, President
CSEA, Long Beach Chapter #2

02/22/2016
Date

Adrienne Rambo
Adrienne Rambo, Vice President – Unit A
CSEA, Long Beach Chapter #2

2.22.2016
Date

Dan Ewaskey
Dan Ewaskey, Vice President – Unit B
CSEA, Long Beach Chapter #2

2-22-16
Date

d'Ann Madore
d'Ann Madore,
CSEA Labor Relations Representative

2/22/16
Date

FOR THE DISTRICT:

David Zaid
David Zaid, Director
Long Beach Unified School District

2-22-16
Date