

Los Angeles County Office of Education  
Business Advisory Services

**PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT**  
in accordance with AB 1200 (Chapter 1213/Statutes 1991), 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 Unit B
Certificated, Classified, Other:	Classified

The proposed agreement covers the period beginning: **July 1, 2019** and ending: **June 30, 2021**  
(date) (date)

The Governing Board will act upon this agreement on: **May 18, 2022**  
(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) 2021-22	Year 2 Increase/(Decrease) 2022-23	Year 3 Increase/(Decrease) 2023-24
1. <b>Salary Schedule</b> Including Step and Column	\$ 77,874,000	\$ 2,351,798		
		3.02%	0.00%	0.00%
2. <b>Other Compensation</b> Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.		\$ 4,729,683		
<b>Description of Other Compensation</b>		19-20 1%, 20-21 2% (both ongoing) 2% off schedule based on 20-		
3. <b>Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.</b>	\$ 26,453,798	\$ 2,157,650		
		8.16%	0.00%	0.00%
4. <b>Health/Welfare Plans</b>	\$ 37,639,335			
		0.00%	0.00%	0.00%
5. <b>Total Bargaining Unit Compensation</b> Add Items 1 through 4 to equal 5	\$ 141,967,133	\$ 9,239,131	\$ -	\$ -
		6.51%	0.00%	0.00%
6. <b>Total Number of Bargaining Unit Employees (Use FTEs if appropriate)</b>	1,635.00			
7. <b>Total Compensation <u>Average</u> Cost per Bargaining Unit Employee</b>	\$ 86,830	\$ 5,651	\$ -	\$ -
		6.51%	0.00%	0.00%

Long Beach Unified School District  
CSEA Unit A and Unit 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"?

1% salary increase retroactive to July 1, 2019. 2% salary increase retroactive to July 1, 2020. 2% of annual salary (2020-21), one time off schedule payment.

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.)

11. Does this bargaining unit have a negotiated cap for Health and Welfare benefits? Yes  No   
If yes, please describe the cap amount.

The cap is based on the 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.)

see attached

**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

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

[Redacted]

**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 an agreement that covers 19-20 and 20-21, so there are no additional obligations for out years other than the current agreement.

## Long Beach Unified School District

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

Unrestricted General Fund  
CSEA Unit A and Unit B

Bargaining Unit:

Object Code		Column 1	Column 2	Column 3	Column 4
		Latest Board- Approved Budget Before Settlement (As of 2nd Interim)	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)
<b>REVENUES</b>					
LCFF Revenue	8010-8099	\$ 756,123,729		\$ -	\$ 756,123,729
Federal Revenue	8100-8299	\$ 790,957		\$ -	\$ 790,957
Other State Revenue	8300-8599	\$ 13,771,415		\$ -	\$ 13,771,415
Other Local Revenue	8600-8799	\$ 10,656,809		\$ -	\$ 10,656,809
<b>TOTAL REVENUES</b>		\$ 781,342,910		\$ -	\$ 781,342,910
<b>EXPENDITURES</b>					
Certificated Salaries	1000-1999	\$ 287,691,172			\$ 287,691,172
Classified Salaries	2000-2999	\$ 87,378,701	\$ 3,419,227		\$ 90,797,928
Employee Benefits	3000-3999	\$ 166,914,653	\$ 1,071,016		\$ 167,985,669
Books and Supplies	4000-4999	\$ 23,843,606		\$ -	\$ 23,843,606
Services and Other Operating Expenditures	5000-5999	\$ 56,076,140		\$ -	\$ 56,076,140
Capital Outlay	6000-6999	\$ 792,652		\$ -	\$ 792,652
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ 100,000		\$ -	\$ 100,000
Transfers of Indirect Costs	7300-7399	\$ (14,913,545)		\$ -	\$ (14,913,545)
<b>TOTAL EXPENDITURES</b>		\$ 607,883,379	\$ 4,490,243	\$ -	\$ 612,373,622
<b>OTHER FINANCING SOURCES/USES</b>					
Transfers In and Other Sources	8900-8979		\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ 6,000,000	\$ -	\$ -	\$ 6,000,000
Contributions	8980-8999	\$ (120,931,099)	\$ (2,247,641)	\$ -	\$ (123,178,740)
<b>OPERATING SURPLUS (DEFICIT)*</b>		\$ 46,528,432	\$ (6,737,884)	\$ -	\$ 39,790,548
<b>BEGINNING FUND BALANCE</b>					
	9791	\$ 318,778,080			\$ 318,778,080
Audit Adjustments/Other Restatements	9793/9795				\$ -
<b>ENDING FUND BALANCE</b>		\$ 365,306,512	\$ (6,737,884)	\$ -	\$ 358,568,628
<b>COMPONENTS OF ENDING FUND BALANCE:</b>					
Nonspendable	9711-9719	\$ 2,493,050	\$ -	\$ -	\$ 2,493,050
Restricted	9740				
Committed	9750-9760	\$ 42,100,000	\$ -	\$ -	\$ 42,100,000
Assigned	9780		\$ -	\$ -	\$ -
Reserve for Economic Uncertainties	9789	\$ 21,442,685	\$ 157,590	\$ -	\$ 21,600,275
Unassigned/Unappropriated Amount	9790	\$ 299,270,777	\$ (6,895,474)	\$ -	\$ 292,375,303

\*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**

Bargaining Unit:		Restricted General Fund CSEA Unit A and Unit B			
Object Code	Column 1 Latest Board- Approved Budget Before Settlement (As of 2nd Interim)	Column 2 Adjustments as a Result of Settlement (compensation)	Column 3 Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Column 4 Total Revised Budget (Columns 1+2+3)	
<b>REVENUES</b>					
LCFF Revenue	8010-8099	\$ -	\$ -	\$ -	
Federal Revenue	8100-8299	\$ 152,126,008	\$ -	\$ 152,126,008	
Other State Revenue	8300-8599	\$ 126,104,075	\$ -	\$ 126,104,075	
Other Local Revenue	8600-8799	\$ 1,878,697	\$ -	\$ 1,878,697	
<b>TOTAL REVENUES</b>		\$ 280,108,780	\$ -	\$ 280,108,780	
<b>EXPENDITURES</b>					
Certificated Salaries	1000-1999	\$ 148,066,753	\$ -	\$ 148,066,753	
Classified Salaries	2000-2999	\$ 33,991,805	\$ 2,626,756	\$ 36,618,561	
Employee Benefits	3000-3999	\$ 119,914,673	\$ 762,461	\$ 120,677,134	
Books and Supplies	4000-4999	\$ 61,443,222	\$ -	\$ 61,443,222	
Services and Other Operating Expenditures	5000-5999	\$ 73,091,152	\$ -	\$ 73,091,152	
Capital Outlay	6000-6999	\$ 7,796,924	\$ -	\$ 7,796,924	
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ 600,000	\$ -	\$ 600,000	
Transfers of Indirect Costs	7300-7399	\$ 13,346,358	\$ -	\$ 13,346,358	
<b>TOTAL EXPENDITURES</b>		\$ 458,250,887	\$ 3,389,217	\$ 461,640,104	
<b>OTHER FINANCING SOURCES/USES</b>					
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -	
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -	
Contributions	8980-8999	\$ 120,931,099	\$ 2,247,641	\$ 123,178,740	
<b>OPERATING SURPLUS (DEFICIT)*</b>		\$ (57,211,008)	\$ (1,141,576)	\$ (58,352,584)	
<b>BEGINNING FUND BALANCE</b>					
Audit Adjustments/Other Restatements	9793/9795	\$ -	\$ -	\$ -	
<b>ENDING FUND BALANCE</b>		\$ 34,510,996	\$ (1,141,576)	\$ 33,369,420	
<b>COMPONENTS OF ENDING FUND BALANCE:</b>					
Nonspendable	9711-9719	\$ -	\$ -	\$ -	
Restricted	9740	\$ 34,510,996	\$ (1,141,576)	\$ 33,369,420	
Committed	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**

Bargaining Unit: **Combined General Fund**  
CSEA Unit A and Unit B

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 2nd Interim)	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)
<b>REVENUES</b>				
LCFF Revenue 8010-8099	\$ 756,123,729		\$ -	\$ 756,123,729
Federal Revenue 8100-8299	\$ 152,916,965		\$ -	\$ 152,916,965
Other State Revenue 8300-8599	\$ 139,875,490		\$ -	\$ 139,875,490
Other Local Revenue 8600-8799	\$ 12,535,506		\$ -	\$ 12,535,506
<b>TOTAL REVENUES</b>	<b>\$ 1,061,451,690</b>		<b>\$ -</b>	<b>\$ 1,061,451,690</b>
<b>EXPENDITURES</b>				
Certificated Salaries 1000-1999	\$ 435,757,925	\$ -	\$ -	\$ 435,757,925
Classified Salaries 2000-2999	\$ 121,370,506	\$ 6,045,983	\$ -	\$ 127,416,489
Employee Benefits 3000-3999	\$ 286,829,326	\$ 1,833,477	\$ -	\$ 288,662,803
Books and Supplies 4000-4999	\$ 85,286,828		\$ -	\$ 85,286,828
Services and Other Operating Expenditures 5000-5999	\$ 129,167,292		\$ -	\$ 129,167,292
Capital Outlay 6000-6999	\$ 8,589,576		\$ -	\$ 8,589,576
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 700,000		\$ -	\$ 700,000
Transfers of Indirect Costs 7300-7399	\$ (1,567,187)		\$ -	\$ (1,567,187)
<b>TOTAL EXPENDITURES</b>	<b>\$ 1,066,134,266</b>	<b>\$ 7,879,460</b>	<b>\$ -</b>	<b>\$ 1,074,013,726</b>
<b>OTHER FINANCING SOURCES/USES</b>				
Transfer In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ 6,000,000	\$ -	\$ -	\$ 6,000,000
Contributions 8980-8999	\$ -	\$ -	\$ -	\$ -
<b>OPERATING SURPLUS (DEFICIT)*</b>	<b>\$ (10,682,576)</b>	<b>\$ (7,879,460)</b>	<b>\$ -</b>	<b>\$ (18,562,036)</b>
<b>BEGINNING FUND BALANCE</b>				
9791	\$ 410,500,084			\$ 410,500,084
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
<b>ENDING FUND BALANCE</b>	<b>\$ 399,817,508</b>	<b>\$ (7,879,460)</b>	<b>\$ -</b>	<b>\$ 391,938,048</b>
<b>COMPONENTS OF ENDING FUND</b>				
Nonspendable 9711-9719	\$ 2,493,050	\$ -	\$ -	\$ 2,493,050
Restricted 9740	\$ 34,510,996	\$ (1,141,576)	\$ -	\$ 33,369,420
Committed 9750-9760	\$ 42,100,000	\$ -	\$ -	\$ 42,100,000
Assigned 9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ 21,442,685	\$ 157,590	\$ -	\$ 21,600,275
Unassigned/Unappropriated Amount 9790	\$ 299,270,777	\$ (6,895,474)	\$ -	\$ 292,375,303

\*Net Increase (Decrease) in Fund Balance

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

## Long Beach Unified School District

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

Bargaining Unit:

CSEA Unit A and Unit B

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 2nd Interim)	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)
<b>REVENUES</b>				
Federal Revenue 8100-8299	\$ 441,018		\$ -	\$ 441,018
Other State Revenue 8300-8599	\$ 1,430,016		\$ -	\$ 1,430,016
Other Local Revenue 8600-8799	\$ 138,000		\$ -	\$ 138,000
<b>TOTAL REVENUES</b>	\$ 2,009,034		\$ -	\$ 2,009,034
<b>EXPENDITURES</b>				
Certificated Salaries 1000-1999	\$ 877,852		\$ -	\$ 877,852
Classified Salaries 2000-2999	\$ 200,096	\$ 11,960	\$ -	\$ 212,056
Employee Benefits 3000-3999	\$ 594,561	\$ 3,750	\$ -	\$ 598,311
Books and Supplies 4000-4999	\$ 48,065		\$ -	\$ 48,065
Services and Other Operating Expenditures 5000-5999	\$ 97,994		\$ -	\$ 97,994
Capital Outlay 6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ -		\$ -	\$ -
Transfers of Indirect Costs 7300-7399	\$ 43,986		\$ -	\$ 43,986
<b>TOTAL EXPENDITURES</b>	\$ 1,862,554	\$ 15,710	\$ -	\$ 1,878,264
<b>OTHER FINANCING SOURCES/USES</b>				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
<b>OPERATING SURPLUS (DEFICIT)*</b>	\$ 146,480	\$ (15,710)	\$ -	\$ 130,770
<b>BEGINNING FUND BALANCE</b>				
9791	\$ 516,613			\$ 516,613
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
<b>ENDING FUND BALANCE</b>	\$ 663,093	\$ (15,710)	\$ -	\$ 647,383
<b>COMPONENTS OF ENDING FUND BALANCE:</b>				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 663,093	\$ (15,710)	\$ -	\$ 647,383
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 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**

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

**Fund 12 - Child Development Fund**

Bargaining Unit:

CSEA Unit A and Unit B

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 2nd Interim)	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)
<b>REVENUES</b>				
Federal Revenue 8100-8299	\$ 30,922,460		\$ -	\$ 30,922,460
Other State Revenue 8300-8599	\$ 11,615,469		\$ -	\$ 11,615,469
Other Local Revenue 8600-8799	\$ 1,531,294		\$ -	\$ 1,531,294
<b>TOTAL REVENUES</b>	\$ 44,069,223		\$ -	\$ 44,069,223
<b>EXPENDITURES</b>				
Certificated Salaries 1000-1999	\$ 16,239,296		\$ -	\$ 16,239,296
Classified Salaries 2000-2999	\$ 6,404,121	\$ 342,752	\$ -	\$ 6,746,873
Employee Benefits 3000-3999	\$ 13,463,972	\$ 107,397	\$ -	\$ 13,571,369
Books and Supplies 4000-4999	\$ 3,638,419		\$ -	\$ 3,638,419
Services and Other Operating Expenditures 5000-5999	\$ 3,488,940		\$ -	\$ 3,488,940
Capital Outlay 6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ -		\$ -	\$ -
Transfers of Indirect Costs 7300-7399	\$ 1,523,201		\$ -	\$ 1,523,201
<b>TOTAL EXPENDITURES</b>	\$ 44,757,949	\$ 450,149	\$ -	\$ 45,208,098
<b>OTHER FINANCING SOURCES/USES</b>				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
<b>OPERATING SURPLUS (DEFICIT)*</b>	\$ (688,726)	\$ (450,149)	\$ -	\$ (1,138,875)
<b>BEGINNING FUND BALANCE</b>				
9791	\$ 3,146,045			\$ 3,146,045
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
<b>ENDING FUND BALANCE</b>	\$ 2,457,319	\$ (450,149)	\$ -	\$ 2,007,170
<b>COMPONENTS OF ENDING FUND BALANCE:</b>				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 2,457,319	\$ (450,149)	\$ -	\$ 2,007,170
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 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****Fund 13/61 - Cafeteria Fund**

Bargaining Unit:

CSEA Unit A and Unit B

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 2nd Interim)	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)
<b>REVENUES</b>				
LCFF Revenue 8010-8099	\$ -		\$ -	\$ -
Federal Revenue 8100-8299	\$ 34,032,978		\$ -	\$ 34,032,978
Other State Revenue 8300-8599	\$ 1,840,130		\$ -	\$ 1,840,130
Other Local Revenue 8600-8799	\$ 908,010		\$ -	\$ 908,010
<b>TOTAL REVENUES</b>	\$ 36,781,118		\$ -	\$ 36,781,118
<b>EXPENDITURES</b>				
Certificated Salaries 1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries 2000-2999	\$ 12,835,733	\$ 644,271	\$ -	\$ 13,480,004
Employee Benefits 3000-3999	\$ 7,621,531	\$ 201,612	\$ -	\$ 7,823,143
Books and Supplies 4000-4999	\$ 9,261,900		\$ -	\$ 9,261,900
Services and Other Operating Expenditures 5000-5999	\$ 1,146,932		\$ -	\$ 1,146,932
Capital Outlay 6000-6999	\$ 642,036		\$ -	\$ 642,036
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ -		\$ -	\$ -
Transfers of Indirect Costs 7300-7399	\$ -		\$ -	\$ -
<b>TOTAL EXPENDITURES</b>	\$ 31,508,132	\$ 845,883	\$ -	\$ 32,354,015
<b>OTHER FINANCING SOURCES/USES</b>				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
<b>OPERATING SURPLUS (DEFICIT)*</b>	\$ 5,272,986	\$ (845,883)	\$ -	\$ 4,427,103
<b>BEGINNING FUND BALANCE</b> 9791	\$ 7,330,546			\$ 7,330,546
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
<b>ENDING FUND BALANCE</b>	\$ 12,603,532	\$ (845,883)	\$ -	\$ 11,757,649
<b>COMPONENTS OF ENDING FUND BALANCE:</b>				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 12,603,532	\$ (845,883)	\$ -	\$ 11,757,649
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 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**

Los Angeles County Office of Education

Business Advisory Services

Revised 06/11/2021

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

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

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 2nd Interim)	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)
<b>REVENUES</b>				
Federal Revenue 8100-8299	\$ -		\$ -	\$ -
Other State Revenue 8300-8599	\$ -		\$ -	\$ -
Other Local Revenues 8600-8799	\$ 1,900,003		\$ -	\$ 1,900,003
<b>TOTAL REVENUES</b>	\$ 1,900,003		\$ -	\$ 1,900,003
<b>EXPENDITURES</b>				
Certificated Salaries 1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries 2000-2999	\$ 1,456,870	\$ 36,514	\$ -	\$ 1,493,384
Employee Benefits 3000-3999	\$ 781,239	\$ 11,415	\$ -	\$ 792,654
Books and Supplies 4000-4999	\$ 450,000		\$ -	\$ 450,000
Services and Other Operating Expenditures 5000-5999	\$ 7,973,480		\$ -	\$ 7,973,480
Capital Outlay 6000-6999	\$ 113,555,363		\$ -	\$ 113,555,363
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ -		\$ -	\$ -
Transfers of Indirect Costs 7300-7399	\$ -		\$ -	\$ -
<b>TOTAL EXPENDITURES</b>	\$ 124,216,952	\$ 47,929	\$ -	\$ 124,264,881
<b>OTHER FINANCING SOURCES/USES</b>				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
<b>OPERATING SURPLUS (DEFICIT)*</b>	\$ (122,316,949)	\$ (47,929)	\$ -	\$ (122,364,878)
<b>BEGINNING FUND BALANCE</b> 9791	\$ 284,412,701			\$ 284,412,701
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
<b>ENDING FUND BALANCE</b>	\$ 162,095,752	\$ (47,929)	\$ -	\$ 162,047,823
<b>COMPONENTS OF ENDING FUND BALANCE:</b>				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 162,095,752	\$ (47,929)	\$ -	\$ 162,047,823
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 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**

Enter Fund:

Bargaining Unit:

CSEA Unit A and Unit B

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of 2nd Interim)	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)
<b>REVENUES</b>				
Federal Revenue 8100-8299	\$ -		\$ -	\$ -
Other State Revenue 8300-8599	\$ -		\$ -	\$ -
Other Local Revenue 8600-8799			\$ -	\$ -
<b>TOTAL REVENUES</b>	\$ -		\$ -	\$ -
<b>EXPENDITURES</b>				
Certificated Salaries 1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries 2000-2999		\$ -	\$ -	\$ -
Employee Benefits 3000-3999		\$ -	\$ -	\$ -
Books and Supplies 4000-4999			\$ -	\$ -
Services and Other Operating Expenditures 5000-5999			\$ -	\$ -
Capital Outlay 6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299	\$ -		\$ -	\$ -
7400-7499				
Transfers of Indirect Costs 7300-7399	\$ -		\$ -	\$ -
<b>TOTAL EXPENDITURES</b>	\$ -	\$ -	\$ -	\$ -
<b>OTHER FINANCING SOURCES/USES</b>				
Transfers In and Other Sources 8900-8979		\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
<b>OPERATING SURPLUS (DEFICIT)*</b>	\$ -	\$ -	\$ -	\$ -
<b>BEGINNING FUND BALANCE</b> 9791				\$ -
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
<b>ENDING FUND BALANCE</b>	\$ -	\$ -	\$ -	\$ -
<b>COMPONENTS OF ENDING FUND BALANCE:</b>				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740		\$ -	\$ -	\$ -
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 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 Unit 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	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4e: Fund 12 - Child Development Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
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 Unit B

Object Code	2021-22	2022-23	2023-24
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
<b>REVENUES</b>			
LCFF Revenue 8010-8099	\$ 756,123,729	\$ 754,306,287	\$ 745,351,264
Federal Revenue 8100-8299	\$ 790,957	\$ -	\$ -
Other State Revenue 8300-8599	\$ 13,771,415	\$ 13,907,545	\$ 13,986,893
Other Local Revenue 8600-8799	\$ 10,656,809	\$ 10,974,425	\$ 10,693,052
<b>TOTAL REVENUES</b>	\$ 781,342,910	\$ 779,188,257	\$ 770,031,209
<b>EXPENDITURES</b>			
Certificated Salaries 1000-1999	\$ 287,691,172	\$ 301,768,763	\$ 301,519,262
Classified Salaries 2000-2999	\$ 90,797,928	\$ 90,214,496	\$ 90,659,923
Employee Benefits 3000-3999	\$ 167,985,669	\$ 188,096,977	\$ 193,782,344
Books and Supplies 4000-4999	\$ 23,843,606	\$ 16,441,705	\$ 27,141,705
Services and Other Operating Expenditures 5000-5999	\$ 56,076,140	\$ 63,619,717	\$ 60,821,524
Capital Outlay 6000-6999	\$ 792,652	\$ 12,672,652	\$ 3,172,652
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 100,000	\$ 100,000	\$ 100,000
Transfers of Indirect Costs 7300-7399	\$ (14,913,545)	\$ (16,606,299)	\$ (16,265,800)
Other Adjustments			\$ -
<b>TOTAL EXPENDITURES</b>	\$ 612,373,622	\$ 656,308,011	\$ 660,931,610
<b>OTHER FINANCING SOURCES/USES</b>			
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ 6,000,000	\$ 6,000,000	\$ 6,000,000
Contributions 8980-8999	\$ (123,178,740)	\$ (131,357,194)	\$ (134,782,399)
<b>OPERATING SURPLUS (DEFICIT)*</b>	\$ 39,790,548	\$ (14,476,948)	\$ (31,682,800)
<b>BEGINNING FUND BALANCE</b>			
9791	\$ 318,778,080	\$ 358,568,628	\$ 344,091,680
Audit Adjustments/Other Restatements 9793/9795	\$ -		
<b>ENDING FUND BALANCE</b>	\$ 358,568,628	\$ 344,091,680	\$ 312,408,880
<b>COMPONENTS OF ENDING FUND BALANCE:</b>			
Nonspendable 9711-9719	\$ 2,493,050	\$ 2,493,050	\$ 2,493,050
Restricted 9740			
Committed 9750-9760	\$ 42,100,000	\$ 42,100,000	\$ 42,100,000
Assigned 9780	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ 21,600,275	\$ 22,510,390	\$ 22,247,315
Unassigned/Unappropriated Amount 9790	\$ 292,375,303	\$ 276,988,240	\$ 245,568,515

\*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 Unit B

Object Code	2021-22	2022-23	2023-24
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
<b>REVENUES</b>			
LCFF Revenue 8010-8099	\$ -	\$ -	\$ -
Federal Revenue 8100-8299	\$ 152,126,008	\$ 197,468,730	\$ 189,808,893
Other State Revenue 8300-8599	\$ 126,104,075	\$ 120,351,354	\$ 115,387,897
Other Local Revenue 8600-8799	\$ 1,878,697	\$ 1,294,067	\$ 1,295,336
<b>TOTAL REVENUES</b>	\$ 280,108,780	\$ 319,114,151	\$ 306,492,126
<b>EXPENDITURES</b>			
Certificated Salaries 1000-1999	\$ 148,066,753	\$ 141,981,361	\$ 141,992,704
Classified Salaries 2000-2999	\$ 36,618,561	\$ 36,209,212	\$ 36,088,924
Employee Benefits 3000-3999	\$ 120,677,134	\$ 127,891,579	\$ 132,643,340
Books and Supplies 4000-4999	\$ 61,443,222	\$ 61,605,144	\$ 43,144,360
Services and Other Operating Expenditures 5000-5999	\$ 73,091,152	\$ 72,196,576	\$ 69,108,921
Capital Outlay 6000-6999	\$ 7,796,924	\$ 7,700,545	\$ 7,150,545
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 600,000	\$ 600,000	\$ 600,000
Transfers of Indirect Costs 7300-7399	\$ 13,346,358	\$ 15,027,071	\$ 14,705,368
Other Adjustments		\$ -	\$ -
<b>TOTAL EXPENDITURES</b>	\$ 461,640,104	\$ 463,211,488	\$ 445,434,162
<b>OTHER FINANCING SOURCES/USES</b>			
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -
Contributions 8980-8999	\$ 123,178,740	\$ 131,357,194	\$ 134,782,399
<b>OPERATING SURPLUS (DEFICIT)*</b>	\$ (58,352,584)	\$ (12,740,143)	\$ (4,159,637)
<b>BEGINNING FUND BALANCE</b>			
9791	\$ 91,722,004	\$ 33,369,420	\$ 20,629,277
Audit Adjustments/Other Restatements 9793/9795	\$ -		
<b>ENDING FUND BALANCE</b>	\$ 33,369,420	\$ 20,629,277	\$ 16,469,640
<b>COMPONENTS OF ENDING FUND BALANCE:</b>			
Nonspendable 9711-9719	\$ -	\$ -	\$ -
Restricted 9740	\$ 33,369,420	\$ 20,629,277	\$ 16,469,640
Committed 9750-9760			
Assigned 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 Unit B

Object Code	2021-22	2022-23	2023-24
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
<b>REVENUES</b>			
LCFF Revenue 8010-8099	\$ 756,123,729	\$ 754,306,287	\$ 745,351,264
Federal Revenue 8100-8299	\$ 152,916,965	\$ 197,468,730	\$ 189,808,893
Other State Revenue 8300-8599	\$ 139,875,490	\$ 134,258,899	\$ 129,374,790
Other Local Revenue 8600-8799	\$ 12,535,506	\$ 12,268,492	\$ 11,988,388
<b>TOTAL REVENUES</b>	<b>\$ 1,061,451,690</b>	<b>\$ 1,098,302,408</b>	<b>\$ 1,076,523,335</b>
<b>EXPENDITURES</b>			
Certificated Salaries 1000-1999	\$ 435,757,925	\$ 443,750,124	\$ 443,511,966
Classified Salaries 2000-2999	\$ 127,416,489	\$ 126,423,708	\$ 126,748,847
Employee Benefits 3000-3999	\$ 288,662,803	\$ 315,988,556	\$ 326,425,684
Books and Supplies 4000-4999	\$ 85,286,828	\$ 78,046,849	\$ 70,286,065
Services and Other Operating Expenditures 5000-5999	\$ 129,167,292	\$ 135,816,293	\$ 129,930,445
Capital Outlay 6000-6999	\$ 8,589,576	\$ 20,373,197	\$ 10,323,197
Other Outgo (excuding Indirect Costs) 7100-7299 7400-7499	\$ 700,000	\$ 700,000	\$ 700,000
Transfers of Indirect Costs 7300-7399	\$ (1,567,187)	\$ (1,579,228)	\$ (1,560,432)
Other Adjustments		\$ -	\$ -
<b>TOTAL EXPENDITURES</b>	<b>\$ 1,074,013,726</b>	<b>\$ 1,119,519,499</b>	<b>\$ 1,106,365,772</b>
<b>OTHER FINANCING SOURCES/USES</b>			
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ 6,000,000	\$ 6,000,000	\$ 6,000,000
Contributions 8980-8999	\$ -	\$ -	\$ -
<b>OPERATING SURPLUS (DEFICIT)*</b>	<b>\$ (18,562,036)</b>	<b>\$ (27,217,091)</b>	<b>\$ (35,842,437)</b>
<b>BEGINNING FUND BALANCE</b>			
9791	\$ 410,500,084	\$ 391,938,048	\$ 364,720,957
Audit Adjustments/Other Restatements 9793/9795	\$ -		
<b>ENDING FUND BALANCE</b>	<b>\$ 391,938,048</b>	<b>\$ 364,720,957</b>	<b>\$ 328,878,520</b>
<b>COMPONENTS OF ENDING FUND BALANCE:</b>			
Nonspendable 9711-9719	\$ 2,493,050	\$ 2,493,050	\$ 2,493,050
Restricted 9740	\$ 33,369,420	\$ 20,629,277	\$ 16,469,640
Committed 9750-9760	\$ 42,100,000	\$ 42,100,000	\$ 42,100,000
Assigned 9780	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ 21,600,275	\$ 22,510,390	\$ 22,247,315
Unassigned/Unappropriated Amount 9790	\$ 292,375,303	\$ 276,988,240	\$ 245,568,515

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts must be positive**

Long Beach Unified School District  
CSEA Unit A and Unit B

**I. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES**

1. State Reserve Standard

		2021-22	2022-23	2023-24
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 1,080,013,726	\$ 1,125,519,499	\$ 1,112,365,772
b.	Less: Special Education Pass-Through Funds	\$ -	\$ -	\$ -
c.	Net Expenditures, Transfers Out, and Uses	\$ 1,080,013,726	\$ 1,125,519,499	\$ 1,112,365,772
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)	\$ 21,600,275	\$ 22,510,390	\$ 22,247,315

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

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$ 21,600,275	\$ 22,510,390	\$ 22,247,315
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ 292,375,303	\$ 276,988,240	\$ 245,568,515
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	\$ 313,975,578	\$ 299,498,630	\$ 267,815,830
f.	Reserve for Economic Uncertainties Percentage	29.07%	26.61%	24.08%

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

2021-22	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2022-23	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2023-24	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

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

**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	\$ 9,239,131
General Fund balance Increase/(Decrease), Page 4c, Column 2	\$ (7,879,460)
Adult Education Fund balance Increase/(Decrease), Page 4d, Column 2	\$ (15,710)
Child Development Fund balance Increase/(Decrease), Page 4e, Column 2	\$ (450,149)
Cafeteria Fund balance Increase/(Decrease), Page 4f, Column 2	\$ (845,883)
Other Fund balance Increase/(Decrease), Page 4g, Column 2	\$ (47,929)
Other Fund balance Increase/(Decrease), Page 4h, Column 2	\$ -
Total all fund balances Increase/(Decrease) as a result of the settlement(s)	\$ (9,239,131)

Variance \$ -

**Variance Explanation:**



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

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

<u>General Fund Combined</u>	<u>Surplus/ (Deficit)</u>	<u>(Deficit) %</u>	<u>Deficit primarily due to:</u>
Current FY Surplus/(Deficit) before settlement(s)?	\$(10,682,576)	(1.0%)	Spending down one time funds
Current FY Surplus/(Deficit) after settlement(s)?	\$(18,562,036)	(1.7%)	Spending down one time funds
1st Subsequent FY Surplus/(Deficit) after settlement(s)?	\$(27,217,091)	(2.4%)	LCFF Revenue drop/raise/spending down c
2nd Subsequent FY Surplus/(Deficit) after settlement(s)?	\$(35,842,437)	(3.2%)	LCFF Revenue drop/raise/spending down c

**Deficit Reduction Plan (as necessary):**

Reserve levels will be reduced. District will need to adjust spending levels in conjunction with any other changes necessary.

**7. Were "Other Adjustments" amount(s) entered in the multiyear projections (pages 5a and 5b) for 1st and 2nd 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 8a.

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

**J. 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, 2019 to June 30, 2021.

**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)
\$	-
\$	9,239,131
\$	(9,239,131)

Subsequent Years

**Budget Adjustment Categories:**

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

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

**Budget Revisions**

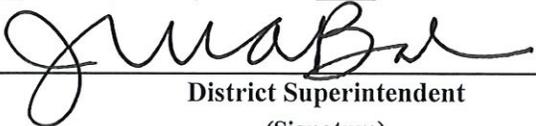
If the district does not adopt and submit within 45 days all of the revisions to its budget needed in the current year to meet the costs of the agreement at the time of the approval of the proposed collective bargaining agreement, the county superintendent of schools is required to issue a qualified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

5-5-22  
 \_\_\_\_\_  
 Date

I hereby certify       I am unable to certify

  
 \_\_\_\_\_  
 Chief Business Official  
 (Signature)

5/5/22  
 \_\_\_\_\_  
 Date

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

Long Beach Unified School District  
CSEA Unit A and Unit B

**Assumptions and Explanations** (enter or attach documentation)

The assumptions upon which this certification is made are as follows:

Area with horizontal lines for entering or attaching documentation regarding assumptions.

Concerns regarding affordability of agreement in subsequent years (if any):

Area with horizontal lines for entering or attaching documentation regarding concerns regarding affordability of agreement in subsequent years.

**K. CERTIFICATION NO. 2**

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

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

Long Beach Unified School District

**District Name**



**District Superintendent**  
(Signature)

5-23-2022

**Date**

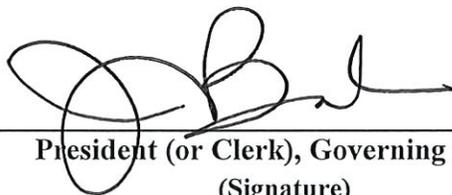
Renee Arkus, Director of Fiscal Services

**Contact Person**

(562) 997-8126

**Phone**

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on May 18, 2022, took action to approve the proposed agreement with the CSEA Unit A and Unit B Bargaining Unit(s).



**President (or Clerk), Governing Board**  
(Signature)

5-23-2022

**Date**

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

**Tentative Agreement between  
Long Beach Unified School District and  
California School Employees Association and Its Long Beach Chapter 2 (CSEA)**

**Unit A**

**April 11, 2022**

The Long Beach Unified School District (District) and the California School Employees Association and its Long Beach Chapter 2 (CSEA) Unit A have completed negotiations for the 2019-2020 and 2020-2021 school years and agree to maintain the provisions of the current certificated bargaining agreements for 2019-2020 and 2020-2021 except as follows:

**Article III - Association Rights**

**G. RELEASE TIME FOR ASSOCIATION REPRESENTATIVES**

2. **Job Stewards:** CSEA agrees to provide the District with an up-to-date list of authorized representatives by job classification and work location and to advise Employee Relations Services in writing of any changes.

The CSEA representatives shall notify Employee Relations Services at least twenty-four (24) hours prior to the use of authorized released time. Notification must be made to an actual person in Employee Relations Services rather than voice mail to assure that proper lead time may be given to the affected school or office.

**To the extent required by law, job stewards shall be provided release time to attend unit member grievances and/or investigatory meetings, including meetings concerning reasonable accommodations for disabilities under the Americans with Disabilities Act (ADA). As a prerequisite, the unit member must reasonably believe that the meeting will lead to an adverse employment action.**

5. **Association Leave:** Upon proper application and approval, the District will grant to the combined bargaining units (A and B) a total of one hundred thirty (130) days Association Leave per fiscal year for unit members to conduct or to participate in CSEA business. The CSEA president or designee shall submit in writing the names of unit members who are authorized to use the days to Employee Relations Services. Approval for such Association Leave must be secured at least two (2) working days prior to the anticipated absence. Following the District's payment of the employee for the Association Leave, the District shall be reimbursed by CSEA **Long Beach Chapter 2** for the cost of the substitute (if the services of a substitute were utilized) as well as the District's contribution to the employee's retirement fund. CSEA Long Beach Chapter 2 shall be invoiced quarterly. Such reimbursement shall be made within ten (10) days following CSEA's receipt of the District's certification of payment of compensation to the employee.
- J. **CHARTER SCHOOL APPLICATIONS.** The District and CSEA agree that, upon receipt of a charter proposal from a group of charter petitioners, the District will forward a copy of the proposal to CSEA. **(New Section – Existing items J, K, L, and M will be renumbered to K, L, M, and N respectively)**

## Article V - Compensation

### B. Health and Welfare Benefits

1. **Employee Eligibility.** All probationary and permanent employees working fifty percent (50%) or more of a full time assignment are eligible for health, dental, vision, and life insurance benefits. All other employees shall be eligible to purchase benefits by individually paying premium expenses through the Risk Management Branch at rates established by the District carrier. Effective beginning the 2021-22 insurance year and each insurance year thereafter, the District's health benefit contribution shall be pro-rated for less than full-time unit members, except that the District shall contribute up to 50% of the pro-rated premium for the lowest cost District HMO medical plan available if such plan is selected by the employee. **Effective beginning the 2022-2023 insurance year and each insurance year thereafter, part time employees employed on Catalina and living on Catalina, will be eligible to enroll in the District provided PPO plan at the same proration rate as all other part time employees pay for the lowest cost District HMO medical plan.**

### **APPENDIX B – Salaries and Allowances**

#### **Salary – 2019 - 2020**

**1% increase to bargaining unit salary schedules, stipends, and rates of pay retroactive to July 1, 2019.**

#### **Salary – 2020 - 2021**

**2% increase to bargaining unit salary schedules, stipends, and rates of pay retroactive to July 1, 2020. An additional one time 2% off-schedule payment for 2020-2021 retroactive to July 1, 2020.**

## Article VI - Days and Hours of Employment

- K. **ASSIGNMENT AND DISTRIBUTION OF OVERTIME.** Assignment of overtime shall be made in order to distribute and rotate overtime as equally as is practical among eligible, qualified **members** in the bargaining unit within each work location and classification. **Additionally, when practical, overtime shall be distributed utilizing an overtime rotation list created by the supervisor based on classification seniority.** In this context "qualified" is defined as having the training and experience for the respective classification(s) specific to the overtime assignment **and belonging to the respective job family.** Overtime shall be posted at each site or work location for those classifications with more than two (2) **unit members.** An up-to-date account of overtime worked and charged to the **unit member** will be posted on the first workday of each pay period. The **overtime rotation list** will be made available upon request. Overtime shall be offered district-wide only when all bargaining unit members **at the respective work location** decline or are unavailable to work the overtime assignment. Overtime hours worked District-wide shall not affect the placement at the bargaining unit member's primary site overtime rotation list. Any employee working out of classification will not be eligible to work overtime in his/her regular position unless it is determined by the manager/supervisor that there are no other employees in the classification **at the respective work location.** District managers/supervisors shall have the right to determine whether a need exists or whether a job must be completed and to assign employees required to meet the need.

**Bargaining unit members** may refuse overtime work, except when the District determines that an emergency exists, the manager/supervisor shall be empowered to direct **bargaining unit members** to work the overtime.

- P. **SUMMER AND INTERSESSION ASSIGNMENT.** Vacancies due to summer vacation, intercession, or recess and other short-term summer or intercession positions shall be filled by appointments made from appropriate special lists of all eligible classified **bargaining unit** employees who make specific application each year by the third Friday in March, unless this date falls during spring recess in which case the deadline will be the second Friday in March. The District will notify the affected employees of their proposed summer assignment at the earliest possible date **as assignments are finalized. When possible, all employees who receive an assignment will be notified no later than the last week of May.**
- R. **CUSTODIAL RUN BIDS.** Annually, between June 1 and August 31, the custodian supervisor will convene a meeting of **all** custodians assigned to the site during which he/she will distribute and discuss **assigned duties** and run sheets for **all custodial runs and assigned duties** at that site. Following discussion of the various runs **and assigned duties**, the custodian with the most seniority in the district **for their respective shift (day or night)** will have first choice of run assignments **or assigned duties**, the custodian second most seniority in the district will choose, and so on, until all custodial runs **or assigned duties** have been assigned. If a run becomes vacant during the year or if significant changes are made to existing custodial runs **or assigned duties**, rebidding will occur based on the above -described order of choice.

**Each year, all custodians will be surveyed about their shift preference, (night or day). Their preference and seniority shall be taken into consideration prior to assignments being finalized. The final determination on day/night shift assignments will be made by the district.**

#### ARTICLE VIII – Leaves of Absence

- W. **SICK LEAVE DONATION PROGRAM.** The Sick Leave Donation Program is created pursuant to Education Code, Section 44043.5. The purpose of the Sick Leave Donation Program is to provide assistance to bargaining unit members suffering from a catastrophic physical illness or injury. This Sick Leave Donation Program provides employees with an opportunity to be restored to health so they may return to work. Additional information, including the forms, may be found in Appendix C of this Agreement.
3. **Guidelines for Donor Participants.**
    - d. Donating employees must acknowledge in writing the donation is voluntary, irrevocable, and confidential and this written acknowledgement must be submitted to the **Payroll Department**. Leave donated within the provisions of this program shall be deducted from the employee's accrued monthly sick leave days only.
  4. **Application and Approval Process for Catastrophic Leave.**
    - e. Upon being informed of a need for a sick leave donation and having decided to make a donation, donor employees shall submit the Donation of Sick Leave

Hours form directly to the **Payroll Department**.

- f. Upon receipt of the Donation of Sick Leave Hours forms from the donor employee, the **Payroll Department** shall be responsible for processing these forms. This task shall include:
- (1) Verifying that prospective donors have sufficient sick leave balances to allow for the donation indicated by the employee.
  - (2) Crediting the receiving employee with donated sick leave. Donated sick leave will be provided in increments of no more than forty (40) total work hours at any one time.
  - (3) Maintaining a record of the names of donors, the number of days each employee has donated, and the dates the Donation of Sick Leave Hours have been received.
  - (4) Monitoring receiving employees' catastrophic leave balances to ensure that donated leave transferred does not exceed the total number of days in the receiving employees' regular work years.
  - (5) Notifying payroll clerks and employees at those work sites/schools to which donors are assigned that donations have occurred and that donor employee sick leave balances need to be adjusted accordingly on records at the work site/school.
  - (6) Notifying the payroll clerk at the work site/school to which the receiving employee is assigned that the employee has received an initial catastrophic leave increment of up to forty (40) hours. In the event that additional increments are provided, a similar notification shall be communicated to the payroll clerk.
- i. If the total number of days which are donated to a specific employee is not used by that employee the balance of unused days shall be transferred to a designated sick leave depository. Depository records will be maintained by the **Payroll Department**, and these records shall be available for review by CSEA upon request. Days carried over will be available to recipients whose requests are approved at a later date.

## APPENDIX C

### SICK LEAVE DONATION PROGRAM

(Refer to Article VIII.W for Additional Information)

The attached program is designed to benefit employees suffering from a catastrophic illness or injury who have exhausted all accrued sick leave.

Please note the attached definition of “catastrophic” and the following key elements/process:

1. **Who may donate?**  
Any employee may donate accrued monthly sick leave.
2. **Who may receive donations?**  
Employees may donate to any LBUSD employee and may receive donations from any LBUSD Employee.
3. **What kind of leave may be donated?**  
An employee may donate only accrued monthly sick leave.
4. **How many days may be donated by a single individual?**  
An individual employee may donate from one (1) to five (5) days of accrued monthly sick leave.
5. **At what point in an extended illness can donated leave be used?**  
Donated sick leave can be used after the receiving employee has exhausted all available paid leave (i.e., sick leave, vacation), but before statutory leave begins.
6. **What is the process for approval, issuing a request for donations, and monitoring distribution of sick leave donations?**

Step	Person Involved	Action Required
1	Requesting Employee	The process begins with a requesting employee submitting a <i>Request to Participate in Sick Leave Donation Program (Request)</i> to his/her principal/site administrator. These forms are available from Employee Relations Services. The <i>Request</i> should be submitted before the employee's own accrued sick leave is exhausted, if possible, and should be accompanied by medical verification of the employee's catastrophic illness or injury.
2	Principal/ Site Administrator	Within three (3) working days the principal/site administrator shall forward <i>the request</i> and medical verification to <b>Employment Physician Services</b> .
3	<b>Employment Physician Services</b>	Upon approval/denial of donated sick leave, <b>Employment Physician Services will notify the Assistant Superintendent of HRS or his/her designee</b> . Within three (3) more working days of the notice, <b>the Assistant Superintendent of HRS or his/her designee will</b> communicate this decision to the principal/site administrator.
4	<b>Assistant Superintendent of HRS or designee</b>	If the <i>Request</i> is denied, the <b>Assistant Superintendent of HRS or designee</b> , will immediately notify the requesting employee.
5	<b>Assistant Superintendent of HRS or designee</b>	If the <i>Request</i> is approved, the <b>Assistant Superintendent of HRS or designee</b> shall, within three (3) days after receiving confirmation, distribute an <i>Appeal for Donations, Catastrophic Leave (Appeal)</i> form to all schools and offices. The <i>Appeal</i> shall include copies of the <i>Donation of Sick Leave Hours form (Donation Form)</i> .
6	Employees Donating Sick Leave	Employees wishing to donate accrued <u>monthly</u> sick leave shall complete the <i>Donation Form</i> and submit this form to the <b>Payroll Department</b> .
7	<b>Payroll Manager or designee</b>	The <b>Payroll Manager or designee</b> shall be responsible for processing <i>Donation Forms</i> and for notifying the payroll clerk at the site/office to which the recipient is assigned that initial and successive increments of <b>catastrophic leave</b> have been credited to the receiving employee.
8	<b>Payroll Manager or designee</b>	The <b>Payroll Manager or designee</b> shall <b>update employees sick leave balances and adjust time entries</b> .
9	<b>Payroll Manager or designee</b>	The <b>Payroll Manager or designee</b> shall monitor distribution of extended sick leave/adjustments to sick leave balances for donors.
10	Principal/ Site Administrator	In the event the initial increment of donated sick days is depleted and the employee continues to need additional days, the principal/site administrator shall be responsible for issuing yet another <i>Appeal for Donations</i> in a timely manner following the same procedures used in making the initial request. <b>Payroll Manager or designee will work with the site if there are any issues/concerns</b> .

If you have questions regarding any step in the process described here, please contact Employment Physician Services for answers or clarification.



## EMPLOYEE RELATIONS SERVICES

Telephone No. (562) 997-8220\* FAX No. (562) 997-8283

### APPENDIX C

#### REQUEST TO PARTICIPATE IN SICK LEAVE DONATION PROGRAM

Date: \_\_\_\_\_

To: \_\_\_\_\_

Principal/Site Administrator

Subject: Sick Leave Donation Program

I hereby request that an *Appeal for Donations, Catastrophic Leave* be sent to District employees on my behalf. I will soon exhaust the sick leave and vacation that I have accrued. I understand that the purpose of this program is to provide me with the opportunity to benefit from sick leave donations due to a catastrophic illness or injury.

Medical verification of my catastrophic illness/injury from my attending physician is attached to this form (required).

Name \_\_\_\_\_

Position Title \_\_\_\_\_ Department/Site \_\_\_\_\_

Date Submitted \_\_\_\_\_ Signature \_\_\_\_\_

#### PRINCIPAL/SITE ADMINISTRATOR FORWARD REQUEST TO PHYSICIAN SERVICES

\_\_\_\_\_  
Print Name of Principal/Site Administrator

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date of Action

#### PHYSICIAN SERVICES APPROVAL

The employee listed above is approved to receive donated sick leave.

The employee listed above is denied the use of donated sick leave.

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date of Action

DO NOT ATTACH THIS FORM FOR DISTRIBUTION TO EMPLOYEES



## Payroll Branch

Telephone No. (562) 997-8156 \* FAX No. (562) 997-8625

### APPEAL FOR DONATIONS, CATASTROPHIC LEAVE

Employee: \_\_\_\_\_

Position Title: \_\_\_\_\_

Department/Site: \_\_\_\_\_

The employee listed above has received approval to accept donated sick leave.

If you would like to donate from your accrued monthly sick leave, complete one of the attached *Donation of Sick Leave Hours* forms and give it to your department/site payroll clerk. You will be advised when your contribution is deducted from your accrued monthly sick leave.

\_\_\_\_\_  
Assistant Superintendent HRS  
or Designee

\_\_\_\_\_  
Date Posted

- Step 1: Attach to "Request to Participate" form, send for approvals (attach Dr. note)
- Step 2: Forms will be returned to site, attach "Appeal" form to "Donation of Hours" form, and distribute (White out all Social Security Numbers before distributing to staff)
- Step 3: Employees to send forms directly to payroll



## Payroll Branch

Telephone No. (562) 997-8156 \* FAX No. (562) 997-8625

### Donation of Sick Leave Hours

**Please read the following Guidelines before donating:**

- The required minimum donation shall be **one day (eight hours)**. However, depending on your FTE, you may donate less than eight hours. For example, if your FTE is 50% the minimum shall be one half day (four hours).
- If an employee wishes to contribute more than one day, he/she may donate up to a total of **five (5) days** per year. However, if an employee wishes to donate more than one (1) day he/she must have a balance of **twenty (20) days or 160 hours** of accrued sick leave at the time of donation.
- Donating employees must acknowledge in writing the donation is voluntary, irrevocable, and confidential. Leave donated within the provisions of this program shall be deducted from the employee's accrued monthly sick leave days only.
- Any donated sick leave hours that are **not** used by the receiving employee will be placed in a bank to be used by other employees with catastrophic leave. (Note: certificated, classified and non-bargaining unit employees have their own bank; this means that certificated bank may only be used for certificated personnel, classified bank may only be used for classified personnel and so forth.)

Upon reading the above guidelines I wish to **donate** \_\_\_\_\_ hours of monthly accrued sick leave from my current balance. I understand that if the receiving employee does not use these donated hours for his/her current illness/injury, these hours will not be returned to me and will be placed in a bank.

Name: \_\_\_\_\_

Site: \_\_\_\_\_

Employee ID: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

\*\*\* NOTE: Your site secretary will be notified when your sick leave balance is transferred. \*\*\*

**Keep a copy for your records**

Name of Receiving Employee: \_\_\_\_\_

Site: \_\_\_\_\_

MAIL TO PAYROLL OFFICE

**FOR PAYROLL USE ONLY:**

Name: \_\_\_\_\_

Balance of accrued monthly sick leave: \_\_\_\_\_

Employee ID: \_\_\_\_\_

Verified by Payroll Department (initials): \_\_\_\_\_

Date: \_\_\_\_\_

**APPENDIX D**  
**Memorandum of Understanding**

**RE: School projects involving labor from volunteers and GPS in district vehicles.**

- A. The District agrees that certain conditions must exist before any projects are approved that involve volunteer labor from parents and/or students. These conditions include the following:
1. All projects must be approved through the Maintenance director.
  2. Code compliance with all state and local building codes, fire codes, and Occupational Safety and Health Act (OSHA) requirements is a Maintenance Branch responsibility. Project specifications must be screened and approved by the Maintenance Branch before any actual work takes place.
  3. Risk Management must review each project to determine the District's liability interest.
  4. Projects that include building a structure or modifying an existing structure must be submitted to the Facilities Planning and Management Branch to be certain the plans meet requirements of the state architect.
  5. District standards for type and quality of materials used must be guaranteed.
- B. Costs that result from any work that is done without approval and results in the District having to repair damage, poor quality workmanship, or noncompliance to building codes will be paid by the school's discretionary funds.
- C. All drivers shall be notified of the presence and use of GPS devices on district owned vehicles. The primary purpose of the GPS locator is to assist in dispatching and routing district vehicles and responding to crisis situations more efficiently. In the event the GPS locator is used as a basis for disciplinary action against a unit member, the unit member and his/her representative shall be provided an opportunity to review the electronic information used by the district prior to imposing discipline.
- D. The provisions of this Memorandum of Understanding shall be subject to the grievance procedure.
- E. The District and CSEA agree to meet and review this Memorandum of Understanding annually.

**Signatures**

Dated: April 11, 2022

By:   
Steven Rockenbach - Director  
Employee Relations and Ethics

Dated: \_\_\_\_\_

By: \_\_\_\_\_  
Gilbert Bonilla Jr.  
CSEA Chapter 2 President

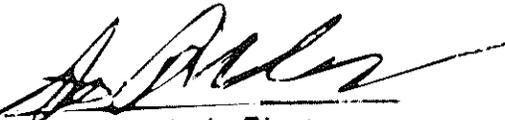
By: \_\_\_\_\_  
Enrique Chavez  
Unit A Vice President

By: \_\_\_\_\_  
Julia Plascencia  
CSEA Labor Relations Representative

UNIT A  
SEE ATTACHED PAGE FOR UNIT SIGNATURE

Signatures

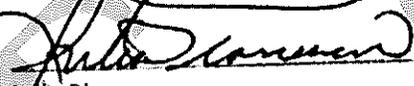
Dated: April 11, 2022

By:   
Steven Rockenbach - Director  
Employee Relations and Ethics

Dated: April 13, 2022

By:   
Gilbert Bonilla Jr.  
CSEA Chapter 2 President

By:   
Enrique Chavez  
Unit A Vice President

By:   
Julia Plascencia  
CSEA Labor Relations Representative

UNIVERSITY

**Tentative Agreement between  
Long Beach Unified School District and  
California School Employees Association and Its Long Beach Chapter 2 (CSEA)**

**Unit B**

**April 11, 2022**

The Long Beach Unified School District (District) and the California School Employees Association and its Long Beach Chapter 2 (CSEA) Unit B have completed negotiations for the 2019-2020 and 2020-2021 school years and agree to maintain the provisions of the current certificated bargaining agreements for 2019-2020 and 2020-2021 except as follows:

**Article III - Association Rights**

**G. RELEASE TIME FOR ASSOCIATION REPRESENTATIVES**

2. **Job Stewards:** CSEA agrees to provide the District with an up-to-date list of authorized representatives by job classification and work location and to advise Employee Relations Services in writing of any changes.

The CSEA representatives shall notify Employee Relations Services at least twenty-four (24) hours prior to the use of authorized released time. Notification must be made to an actual person in Employee Relations Services rather than voice mail to assure that proper lead time may be given to the affected school or office.

**To the extent required by law, job stewards shall be provided release time to attend unit member grievances and/or investigatory meetings, including meetings concerning reasonable accommodations for disabilities under the Americans with Disabilities Act. As a prerequisite, the unit member must reasonably believe that the meeting will lead to an adverse employment action.**

5. **Association Leave:** Upon proper application and approval, the District will grant to the combined bargaining units (A and B) a total of one hundred thirty (130) days Association Leave per fiscal year for unit members to conduct or to participate in CSEA business. The CSEA president or designee shall submit in writing the names of unit members who are authorized to use the days to Employee Relations Services. Approval for such Association Leave must be secured at least two (2) working days prior to the anticipated absence. Following the District's payment of the employee for the Association Leave, the District shall be reimbursed by CSEA **Long Beach Chapter 2** for the cost of the substitute (if the services of a substitute were utilized) as well as the District's contribution to the employee's retirement fund. CSEA Long Beach Chapter 2 shall be invoiced quarterly. Such reimbursement shall be made within ten (10) days following CSEA's receipt of the District's certification of payment of compensation to the employee.
- J. **CHARTER SCHOOL APPLICATIONS.** The District and CSEA agree that, upon receipt of a charter proposal from a group of charter petitioners, the District will forward a copy of the proposal to CSEA. (New Section- Existing items J, K, L, and M will be renumbered to K, L, M, and N respectively)

**B. Health and Welfare Benefits**

1. **Employee Eligibility.** All probationary and permanent employees working fifty percent (50%) or more of a full time assignment are eligible for health, dental, vision, and life insurance benefits. All other employees shall be eligible to purchase benefits by individually paying premium expenses through the Risk Management Branch at rates established by the District carrier. Effective beginning the 2021-22 insurance year and each insurance year thereafter, the District's health benefit contribution shall be prorated for less than full-time unit members, except that the District shall contribute up to 50% of the pro-rated premium for the lowest cost District HMO medical plan available if such plan is selected by the employee. **Effective beginning the 2022-2023 insurance year and each insurance year thereafter, part time employees employed on Catalina and living on Catalina, will be eligible to enroll in the District provided PPO plan at the same proration rate as all other part time employees pay for the lowest cost District HMO medical plan.**

**APPENDIX B – Salaries and Allowances**

**Salary – 2019 - 2020**

**1% increase to bargaining unit salary schedules, stipends, and rates of pay retroactive to July 1, 2019.**

**Salary – 2020 - 2021**

**2% increase to bargaining unit salary schedules, stipends, and rates of pay retroactive to July 1, 2020.  
An additional one time 2% off-schedule payment for 2020-2021 retroactive to July 1, 2020**

**Article VI - Days and Hours of Employment**

- K. **ASSIGNMENT AND DISTRIBUTION OF OVERTIME.** Assignment of overtime shall be made in order to distribute and rotate overtime as equally as is practical among eligible, qualified members in the bargaining unit within each work location and classification. **Additionally, when practical, overtime shall be distributed utilizing an overtime rotation list created by the supervisor based on classification seniority. In this context "qualified" is defined as having the training and experience for the respective classification(s) specific to the overtime assignment and belonging to the respective job family. Overtime shall be posted at each site or work location for those classifications with more than two (2) employees unit members.** An up-to-date account of overtime worked and charged to the unit member will be posted on the first workday of each pay period. The overtime rotation list will be made available upon request. Overtime shall be offered to provisional and substitute employees only when no qualified regular (permanent or probationary) employee is available and willing to work. Any employee working out of classification will not be eligible to work overtime in his/her regular position unless it is determined by the manager/supervisor that there are no other employees in the classification **at the respective work location.** District managers/supervisors shall have the right to determine whether a need exists or whether a job must be completed and to assign employees required to meet the need. **Bargaining unit members** may refuse overtime work, except when the District determines that an emergency exists, the manager/supervisor shall be empowered to direct **bargaining unit members** to work the overtime.

- P. **SUMMER AND INTERSESSION ASSIGNMENT.** Vacancies due to summer vacation, intersession, or recess and other short-term summer or intersession positions shall be filled by appointments made from appropriate special lists of all eligible classified **bargaining unit** employees who make specific application each year by the third Friday in March, unless this date falls during spring recess in which case the deadline will be the second Friday in March. The District will notify the affected employees of their proposed summer assignment at the earliest possible date **as assignments are finalized. When possible, all employees who receive an assignment will be notified no later than the last week of May.**

#### ARTICLE VIII – Leaves of Absence

- W. **SICK LEAVE DONATION PROGRAM.** The Sick Leave Donation Program is created pursuant to Education Code, Section 44043.5. The purpose of the Sick Leave Donation Program is to provide assistance to bargaining unit members suffering from a catastrophic physical illness or injury. This Sick Leave Donation Program provides employees with an opportunity to be restored to health so they may return to work. Additional information, including the forms, may be found in Appendix C of this Agreement.
3. **Guidelines for Donor Participants.**
- d. Donating employees must acknowledge in writing the donation is voluntary, irrevocable, and confidential and this written acknowledgement must be submitted to the **Payroll Department**. Leave donated within the provisions of this program shall be deducted from the employee's accrued monthly sick leave days only.
4. **Application and Approval Process for Catastrophic Leave.**
- e. Upon being informed of a need for a sick leave donation and having decided to make a donation, donor employees shall submit the Donation of Sick Leave Hours form directly to the **Payroll Department**.
- f. Upon receipt of the Donation of Sick Leave Hours forms from the donor employee, the **Payroll Department** shall be responsible for processing these forms. This task shall include:
- (1) Verifying that prospective donors have sufficient sick leave balances to allow for the donation indicated by the employee.
  - (2) Crediting the receiving employee with donated sick leave. Donated sick leave will be provided in increments of no more than forty (40) total work hours at any one time.
  - (3) Maintaining a record of the names of donors, the number of days each employee has donated, and the dates the Donation of Sick Leave Hours have been received.
  - (4) Monitoring receiving employees' catastrophic leave balances to ensure that donated leave transferred does not exceed the total number of days in the receiving employees' regular work years.
  - (5) Notifying payroll clerks and employees at those work sites/schools to which donors are assigned that donations have occurred and that donor employee sick leave balances need to be adjusted accordingly on records at the work site/school.
  - (6) Notifying the payroll clerk at the work site/school to which the receiving employee is assigned that the employee has received an initial

catastrophic leave increment of up to forty (40) hours. In the event that additional increments are provided, a similar notification shall be communicated to the payroll clerk.

- i. If the total number of days which are donated to a specific employee is not used by that employee the balance of unused days shall be transferred to a designated sick leave depository. Depository records will be maintained by the **Payroll Department**, and these records shall be available for review by CSEA upon request. Days carried over will be available to recipients whose requests are approved at a later date.

## APPENDIX C

### SICK LEAVE DONATION PROGRAM

(Refer to Article VIII.W for Additional Information)

The attached program is designed to benefit employees suffering from a catastrophic illness or injury who have exhausted all accrued sick leave.

Please note the attached definition of “catastrophic” and the following key elements/process:

1. **Who may donate?**  
Any employee may donate accrued monthly sick leave.
2. **Who may receive donations?**  
**Employees may donate to any LBUSD employee and may receive donations from any LBUSD Employee.**
3. **What kind of leave may be donated?**  
An employee may donate only accrued monthly sick leave.
4. **How many days may be donated by a single individual?**  
An individual employee may donate from one (1) to five (5) days of accrued monthly sick leave.
5. **At what point in an extended illness can donated leave be used?**  
Donated sick leave can be used after the receiving employee has exhausted all available paid leave (i.e., sick leave, vacation), but before statutory leave begins.
6. **What is the process for approval, issuing a request for donations, and monitoring distribution of sick leave donations?**

Step	Person Involved	Action Required
1	Requesting Employee	The process begins with a requesting employee submitting a <i>Request to Participate in Sick Leave Donation Program (Request)</i> to his/her principal/site administrator. These forms are available from Employee Relations Services. The <i>Request</i> should be submitted before the employee's own accrued sick leave is exhausted, if possible, and should be accompanied by medical verification of the employee's catastrophic illness or injury.
2	Principal/ Site Administrator	Within three (3) working days the principal/site administrator shall forward <i>the request</i> and medical verification to <b>Physician Services</b> .
3	<b>Physician Services</b>	Upon approval/denial of donated sick leave, <b>Physician Services will notify the Assistant Superintendent of HRS or his/her designee</b> . Within three (3) more working days of the notice, the <b>Assistant Superintendent of HRS or his/her designee will</b> communicate this decision to the principal/site administrator.
4	<b>Assistant Superintendent of HRS or designee</b>	If the <i>Request</i> is denied, <b>Assistant Superintendent of HRS or designee</b> will immediately notify the requesting employee.
5	<b>Assistant Superintendent of HRS or designee</b>	If the <i>Request</i> is approved, the <b>Assistant Superintendent of HRS or designee</b> shall, within three (3) days after receiving confirmation, distribute an <i>Appeal for Donations, Catastrophic Leave (Appeal)</i> form to all schools and offices. The <i>Appeal</i> shall include copies of the <i>Donation of Sick Leave Hours form (Donation Form)</i> .
6	Employees Donating Sick Leave	Employees wishing to donate accrued <u>monthly</u> sick leave shall complete the <i>Donation Form</i> and submit this form to the <b>Payroll Department</b> .
7	<b>Payroll Manager or designee</b>	The <b>Payroll Manager or designee</b> shall be responsible for processing <i>Donation Forms</i> and for notifying the payroll clerk at the site/office to which the recipient is assigned that initial and successive increments of <b>catastrophic leave</b> have been credited to the receiving employee.
8	<b>Payroll Manager or designee</b>	The <b>Payroll Manager or designee</b> shall <b>update employees sick leave balances and adjust time entries</b> .
9	<b>Payroll Manager or designee</b>	The <b>Payroll Manager or designee</b> shall monitor distribution of extended sick leave/adjustments to sick leave balances for donors.
10	Principal/ Site Administrator	In the event the initial increment of donated sick days is depleted and the employee continues to need additional days, the principal/site administrator shall be responsible for issuing yet another <i>Appeal for Donations</i> in a timely manner following the same procedures used in making the initial request. <b>Payroll Manager or designee will work with the site if there are any issues/concerns</b> .

If you have questions regarding any step in the process described here, please contact Employment Physician Services for answers or clarification.





DO NOT ATTACH THIS FORM FOR DISTRIBUTION TO EMPLOYEES

**Payroll Branch**

Telephone No. (562) 997-8156 \* FAX No. (562) 997-8625

**APPEAL FOR DONATIONS,  
CATASTROPHIC LEAVE**

Employee: \_\_\_\_\_

Position Title: \_\_\_\_\_

Department/Site: \_\_\_\_\_

The employee listed above has received approval to accept donated sick leave.

If you would like to donate from your accrued monthly sick leave, complete one of the attached *Donation of Sick Leave Hours* forms and give it to your department/site payroll clerk. You will be advised when your contribution is deducted from your accrued monthly sick leave.

**Assistant Superintendent HRS  
or Designee**

\_\_\_\_\_ Date Posted

- Step 1: Attach to "Request to Participate" form, send for approvals (attach Dr. note)
- Step 2: Forms will be returned to site, attach "Appeal" form to "Donation of Hours" form, and distribute (White out all Social Security Numbers before distributing to staff)
- Step 3: Employees to send forms directly to payroll



## Payroll Branch

Telephone No. (562) 997-8156 \* FAX No. (562) 997-8625

# Donation of Sick Leave Hours

Please read the following Guidelines before donating:

- The required minimum donation shall be **one day (eight hours)**. However, depending on your FTE, you may donate less than eight hours. For example, if your FTE is 50% the minimum shall be one half day (four hours).
- If an employee wishes to contribute more than one day, he/she may donate up to a total of **five (5) days** per year. However, if an employee wishes to donate more than one (1) day he/she must have a balance of **twenty (20) days or 160 hours** of accrued sick leave at the time of donation.
- Donating employees must acknowledge in writing the donation is voluntary, irrevocable, and confidential. Leave donated within the provisions of this program shall be deducted from the employee's accrued monthly sick leave days only.
- Any donated sick leave hours that are **not** used by the receiving employee will be placed in a bank to be used by other employees with catastrophic leave. (Note: certificated, classified and non-bargaining unit employees have their own bank: this means that certificated bank may only be used for certificated personnel, classified bank may only be used for classified personnel and so forth.)

Upon reading the above guidelines I wish to **donate** \_\_\_\_\_ hours of monthly accrued sick leave from my current balance. I understand that if the receiving employee does not use these donated hours for his/her current illness/injury, these hours will not be returned to me and will be placed in a bank.

Name: \_\_\_\_\_

Site: \_\_\_\_\_

Employee ID: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

\*\*\* NOTE: Your site secretary will be notified when your sick leave balance is transferred. \*\*\*

**Keep a copy for your records**

Name of Receiving Employee: _____ Site: _____
--

MAIL TO PAYROLL OFFICE

### FOR PAYROLL USE ONLY:

Name: \_\_\_\_\_

Balance of accrued monthly sick leave: \_\_\_\_\_

Employee ID: \_\_\_\_\_

Verified by Payroll Department (initials): \_\_\_\_\_

Date: \_\_\_\_\_

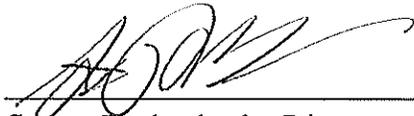
**APPENDIX D**  
**Memorandum of Understanding**

**RE: School projects involving labor from volunteers and GPS in district vehicles.**

- A. The District agrees that certain conditions must exist before any projects are approved that involve volunteer labor from parents and/or students. These conditions include the following:
1. All projects must be approved through the Maintenance director.
  2. Code compliance with all state and local building codes, fire codes, and Occupational Safety and Health Act (OSHA) requirements is a Maintenance Branch responsibility. Project specifications must be screened and approved by the Maintenance Branch before any actual work takes place.
  3. Risk Management must review each project to determine the District's liability interest.
  4. Projects that include building a structure or modifying an existing structure must be submitted to the Facilities Planning and Management Branch to be certain the plans meet requirements of the state architect.
  5. District standards for type and quality of materials used must be guaranteed.
- B. Costs that result from any work that is done without approval and results in the District having to repair damage, poor quality workmanship, or noncompliance to building codes will be paid by the school's discretionary funds.
- C. All drivers shall be notified of the presence and use of GPS devices on district owned vehicles. The primary purpose of the GPS locator is to assist in dispatching and routing district vehicles and responding to crisis situations more efficiently. In the event the GPS locator is used as a basis for disciplinary action against a unit member, the unit member and his/her representative shall be provided an opportunity to review the electronic information used by the district prior to imposing discipline.
- D. The provisions of this Memorandum of Understanding shall be subject to the grievance procedure.
- E. The District and CSEA agree to meet and review this Memorandum of Understanding annually.

**SIGNATURES**

Dated: April 11, 2022

By:   
Steven Rockenbach - Director  
Employee Relations and Ethics

Dated: \_\_\_\_\_

By: \_\_\_\_\_  
Gilbert Bonilla Jr.  
CSEA Chapter 2 President

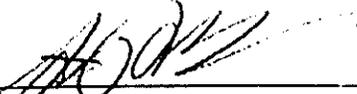
By: \_\_\_\_\_  
Anthony Kruzic  
Unit B Vice President

By: \_\_\_\_\_  
Julia Plascencia  
CSEA Labor Relations Representative

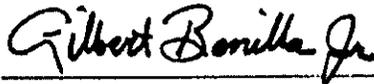
**SEE ATTACHED PAGE FOR UNIT SIGNATURE**

**SIGNATURES**

Dated: April 11, 2022

By:   
Steven Rockenbach - Director  
Employee Relations and Ethics

Dated: April 13, 2022

By:   
Gilbert Bonilla Jr.  
CSEA Chapter 2 President

By:   
Anthony Kruzic  
Unit B Vice President

By:   
Julia Plascencia  
CSEA Labor Relations Representative