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**Tentative Agreement
between
Long Beach Unified School District
and
California School Employees Association
and its Long Beach Chapter #2 Units A & B
April 17, 2015**

10 The Long Beach Unified School District (District) and the California School Employees
11 Association and its Long Beach Chapter #2 Units A & B (CSEA) have completed
12 negotiations for the 2014-2015 school year and agree to maintain the provisions of the
13 current classified bargaining agreements for 2014-2015 except as follows:

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15 Article III: Association Rights (Units A & B)

16 Association release time: Implement attached TA

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18 Article V: Compensation (Units A & B)

- 19 A. Salary: 5% increase to Unit A and Unit B classified salary schedules retroactive to
20 July 1, 2014, including career increments.
21 B. Health and Welfare Benefits: Implement attached TA

22
23 Committees: Implement the attached MOU on Classified Employee Seniority
24 Committee and Pay Cycle Committee.

25
26 Article VI: Days and Hours of Employment (Unit B)

- 27 R. Bus Driver Workday. **The regularly assigned, full-time All-bus drivers employed**
28 **by the District on April 17, 2015** shall work an eight (8) hour work day, five (5)
29 days per week. **This provision shall not apply to any other current or future**
30 **employees.** The eight (8) hour work day shall be assigned within a period of eleven
31 (11) consecutive hours with a maximum of three (3) hour split in the assignment
32 effective July 1, 2011.

33
34 Article VIII: Leaves of Absence (Unit A)

- 35 C. Cumulative Sick Leave Use Subject to Proof. All employees are to report absences to
36 their work site **in accordance with Section Y of this article.** ~~prior to the beginning~~
37 ~~of their regularly scheduled workday. When any illness leave is used by an~~
38 ~~employee, the employee must complete a "Certificate of Absence" form. The form is~~
39 ~~to be completed and signed by the employee upon return from illness leave and~~
40 ~~submitted to the appropriate manager/supervisor for signature. Upon request, the~~
41 ~~employee shall receive a copy of the completed "Certificate of Absence" form.~~

42
43 The District may require evidence of facts relevant to any illness leave for which
44 there exists the suspicion of possible abuse of such leave. Where suspicion exists, the
45 employee shall be notified of said requirement prior to utilization of leave.

- 46
47 Y. **Reporting of Absences/ Reports Required.** For the use of sick (**including**
48 **statutory), personal necessity and bereavement** ~~or statutory~~ leaves, all employees
49 shall notify their immediate manager or the manager's designee of their intended

ARTICLE VIII – LEAVES OF ABSENCE (continued)

1 absence prior to the beginning of the employee's workday. **In addition, some**
2 **classifications may have positions the District determines have instructional or**
3 **operational needs that require the employee to notify up to two additional**
4 **contacts.** Any classified employee absent for any of the reasons provided in this
5 Agreement shall file with their **immediate manager or the manager's designee**
6 ~~principal, division head, or other designated officer such a~~ **completed and signed**
7 **"Certificate of Absence" form. as requested. Upon request, the employee shall**
8 **receive a copy of the completed and signed "Certificate of Absence" form.**
9

10 Article VIII: Leaves of Absence (Unit B)

11 C. Cumulative Sick Leave Use Subject to Proof. All employees are to report absences to
12 their work site **in accordance with Section Y of this article.** ~~prior to the beginning~~
13 ~~of their regularly scheduled workday. When any illness leave is used by an~~
14 ~~employee, the employee must complete a "Certificate of Absence" form. The form is~~
15 ~~to be completed and signed by the employee upon return from illness leave and~~
16 ~~submitted to the appropriate manager/supervisor for signature. Upon request, the~~
17 ~~employee shall receive a copy of the completed "Certificate of Absence" form.~~
18

19 The District may require evidence of facts relevant to any illness leave for which
20 there exists the suspicion of possible abuse of such leave. Where suspicion exists, the
21 employee shall be notified of said requirement prior to utilization of leave.
22

23 Y. **Reporting of Absences/ Reports Required.** For the use of sick (**including**
24 **statutory), personal necessity and bereavement** ~~or statutory~~ leaves, all employees
25 shall notify their immediate manager or the manager's designee of their intended
26 absence prior to the beginning of the employee's workday. Any classified employee
27 absent for any of the reasons provided in this Agreement shall file with their
28 **immediate manager or the manager's designee** ~~principal, division head, or other~~
29 ~~designated officer such a~~ **completed and signed "Certificate of Absence" form. as**
30 ~~requested. Upon request, the employee shall receive a copy of the completed and~~
31 **signed "Certificate of Absence" form.**
32
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34 This tentative agreement is subject to ratification through the CSEA 610 policy and
35 approval by the Board of Education.
36

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38 FOR THE CSEA:

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41 _____
42 Valeeta Pharr, President
43 CSEA, Long Beach Chapter #2
44

41 _____
42 Date

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47 _____
48 Adrienne Rambo, Vice President – Unit A
49 CSEA, Long Beach Chapter #2

47 _____
48 Date

ARTICLE VIII – LEAVES OF ABSENCE (continued)

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

Date

FOR THE DISTRICT:

Brian Moskovitz, Director
Long Beach Unified School District

Date