



A Report from the Long Beach Unified School District Negotiating Team ■ October 21, 2005

District Affirms Respect for Teachers

Long Beach Unified School District and Teachers Association of Long Beach bargaining teams negotiated from 10 a.m. to 5 p.m. on Wednesday, October 19. The union spokesperson said that TALB's proposals addressed concerns related to a small percentage of administrators. The school district re-affirmed that most teachers already receive the respect the union is demanding. The district proposal also stated that respect must be mutual.

Negotiations Premises Detailed

The school district stated its bargaining premises:

- The district believes in its teaching staff and retains the highest degree of respect for their efforts and professionalism.
- All employees (certificated, classified, administrative) deserve a work environment free from abuse, intimidation and harassment.
- All employees are entitled to a safe and appropriate work space.
- The school district recognizes and respects the classroom teacher's authority.
- The school district reaffirms its commitment to maximizing use of instructional time for instructional purposes.
- The school district recognizes, practices and respects the process which is due to all employees.
- The school district will continue to balance the health and safety of students and staff against the privacy interests of its employees when directing that employees seek medical assistance.
- Freedom of speech as outlined in the state and federal constitutions and interpreted by the courts is honored.

Due Process Proposal Outlined

In response to a union proposal for progressive discipline, the school district submitted a detailed proposal outlining procedures for suspensions without pay. The

procedures provide for both pre-discipline and post-discipline due process, including procedures for notifying an employee, providing materials upon which a proposed disciplinary action may be based, and a meaningful opportunity to respond before action, if any, is taken. The employee may be represented at any or all stages of this process. Such suspension may be appealed through contract grievance provisions. The district agreed that teachers sent home with pay should be told why. Common practice is for principals to do that.

Work Environment

As part of its comprehensive response, the district agreed to produce a joint information sheet advising teachers of their *Williams* obligations; re-affirmed its support for teachers making proper disciplinary referrals; agreed that an employee may forward a copy of an injury or assault report to the union or request that the district do it; agreed to consult on a site basis about parking; and agreed to continue to inform teachers of incoming students with prior discipline per Ed. Code.

In response to a TALB toxins and molds statement, the district affirmed that it promptly investigates concerns, conducts tests and remediates if necessary.

In response to union complaints about restrooms and plumbing, the district reiterated that it makes every effort to comply with state regulations.

Non-Discrimination

The district proposed that neither the district nor the union would discriminate on prohibited bases of race, color, gender, etc., membership or lack of membership in a union, or participation in lawful union activities or refraining from participation.

Next Meeting: Monday, October 24

At the next meeting, the union will provide responses to the district. The union stated that it wanted to discuss its Proposal No. 2, Professional Collaboration. The district responded that many schools remain committed to shared decision making, but that the union proposal did not promote collaboration and that the district would not agree to such a proposal as written.