



A Report from the Long Beach Unified School District Negotiating Team ■ November 2, 2005

Meeting of October 31, 2005

Teachers Association Rejects Non-Discrimination Clause Again

The Long Beach Unified School District resubmitted its proposal that neither the union nor the district will discriminate on the basis of race, gender, political affiliation, union membership or lack thereof, etc. For the second time, TALB rejected the proposal. District representatives expressed disappointment, stating that such clauses typically constitute a basic single article in the contract. In this case, the district believed such an article should be the basis for a tentative agreement.

Transfers and Reassignments

TALB proposed a limit on reassignments. The school district stated that such limits were unrealistic in light of declining enrollment and legal requirements under No Child Left Behind. The district proposed to limit voluntary transfer requests to permanent teachers. In light of specific shortages, the district proposed that special education, GATE, magnet teachers, etc., may request transfer only to other comparable programs.

Special Assignments

In response to TALB concerns about inexperienced teachers working as coaches, specialists, etc., the district proposed that only teachers with permanent status and at least three years of teaching experience will be eligible. The district confirmed that teachers may opt out of such assignments at the end of a school year.

Evaluations

During lengthy discussion, both parties confirmed their understanding of the dual nature of evaluations: (1) to improve instruction by providing assistance, guidance and remediation where indicated and (2) under current law to document unsatisfactory performance. There was mutual interest in the state's new five-year evalua-

tion cycle for permanent teachers with ten or more years experience, satisfactory evaluations, and who are deemed highly qualified under No Child Left Behind.

Classroom Interruptions

There was extensive review of TALB's proposals concerning interruptions. District representatives were responsive and submitted a proposal which supports site based consultation on approaches to minimizing unnecessary interruptions, provided these approaches do not interfere with communications in emergency situations. Limitations on interruptions should not prevent dealing with disciplinary issues, walk-throughs for instructional improvement or site/classroom visitations by district and site level administration. The district proposed that walk-throughs would be announced in advance.

Kindergarten Teacher Hours

TALB proposed that the second of two additional hours now worked by kindergarten teachers be spent out of the classroom. District representatives proposed instead to modify current language clarifying that the additional two hours could be spent in their same classroom under current extended kindergarten programs. The school district emphasized that this proposal does not change the current practice of permitting the individual kindergarten teacher to choose whether or not to teach extended kindergarten.

Next Meeting: Wednesday, Nov. 2

Facts from the Table

and other collective bargaining updates
are available online at

www.lbusd.k12.ca.us

under Employee Relations Services.