



A Report from the Long Beach Unified School District Negotiating Team ■ December 20, 2005

Meeting of December 16, 2005

CDC, Head Start Discussed

Long Beach Unified School District and Teachers Association of Long Beach representatives met in response to issues raised by the union on behalf of the Child Development Center (CDC) and Head Start teachers.

Bargaining Unit Independence

The union proposed that the CDC/Head Start bargaining unit disappear and be consolidated with the current TALB K-12 unit under one master agreement.

The school district expressed its belief that there are a number of CDC/Head Start elements which require separate attention from those affecting K-12. The district pointed out distinct issues such as different funding, supervision, nature of the sites, hours and days of operation, licensing requirements and salary schedules which favor CDC/Head Start continuing to have a separate bargaining unit with its own collective bargaining agreement.

Technology, Parking and Lounges

The school district reaffirmed its commitment to working on improving technological capabilities for its CDC/Head Start sites. Funding, wiring and the location of some sites have made improvements difficult. The school district is currently looking to purchase fax machines and to install Internet capability where drops already exist. TALB pointed out that the availability of wireless technology also should assist the district's efforts. The district proposed local committees to investigate options for adequate and secure parking along with space for teacher lounges.

Employment Status and Transfers

The union proposed to change the status of Head Start teachers so that they are no longer considered temporary. The school district responded by pointing to the

federal funding behind the program. Funding may be modified, eliminated or reduced from year to year. Accordingly, Head Start teachers are legally designated temporary under California Education Code. Because of this status, Head Start for many years has changed site assignments for some teachers from year to year and not treated those assignments in the same way it treats mid-year transfers under the collective bargaining agreement. The school district now proposes to incorporate that longstanding practice into the CDC/Head Start contract.

Evaluations and Hours

The union proposed separate evaluation forms for CDC/Head Start "not based on the K-12 forms." The union also proposed that coordinating and head teachers not provide input or otherwise contribute to evaluation of other teachers. The school district emphasized that the coordinating and head teachers are not the formal evaluators, but that their professional input and support for other teachers is respected and appreciated. The union proposed a paid lunch for the Head Start teachers. The school district pointed out that this amounted to a proposal to reduce their working day by 30 to 45 minutes and questioned whether funding and staffing capabilities could permit such reduction.

The current schedule calls for detailing district finances at the next meeting.

Next Meeting: January 11

Facts from the Table

and other collective bargaining updates
are available online at

www.lbusd.k12.ca.us

under Employee Relations Services.