



A Report from the Long Beach Unified School District Negotiating Team ■ January 13, 2006

*Meeting of January 11, 2006*

## TALB Salary Comparison Omits 885 Highest Paid LBUSD Teachers

Since September of last year, TALB President Tony Diaz has repeatedly asserted that if you work in Long Beach, you come to work knowing that 38 of the 39 closest districts pay better than Long Beach does.

At the January 11 negotiating session, Kim Stallings, Chief Business and Financial Officer for the school district, expressed his concern that TALB's comparisons with other districts could not be substantiated. To demonstrate, he presented members of the bargaining team with charts comparing their own compensation in LBUSD with what they would be earning in some of the districts on TALB's list of comparable districts. He noted that TALB's study didn't include the other districts' payroll deductions for health benefits while his did. Some excerpts:

- TALB Bargaining Team Member A would make \$1,153 less in Placentia Yorba-Linda, \$7,332 less in Torrance, \$148 less in Norwalk-La Mirada.
- TALB Bargaining Team Member B would make \$8,943 less in Torrance, \$222 less in Norwalk-La Mirada, \$1,041 less in Paramount.
- TALB Bargaining Team Member C would make \$2,409 less in Downey, \$7,488 less in Torrance, \$1,931 less in Norwalk La-Mirada.

The school district went on to compare salaries of every elementary, middle and high school teacher on TALB's bargaining team, yet could not find one instance in which Diaz's statement of 38th-ranked pay held true. The school district has learned that TALB leadership, in making their recent claims of low salaries, omitted the far right column from the LBUSD salary schedule (the highest paid column) while averaging salaries, but included the other districts' highest-paying columns. This omitted 885 (19 percent) of the highest paid teachers in the school district. The TALB survey also omitted

the fact that in many, if not most of the districts TALB chose to compare LBUSD with, teachers have long been paying monthly premiums for their health care and have health plans that are often not as generous as LBUSD health plans. Stallings also pointed out that in many cases, if the teachers went to other districts, they would be working in schools with no nurse, no librarian and fewer or no counselors.

The revelations regarding TALB's salary survey corroborate the findings of the latest independent annual survey by the Los Angeles County Office of Education, which shows LBUSD salaries ranking competitively among 47 Los Angeles County school districts. The independent survey has been published for years to provide an alternative to biased comparisons by school districts and unions alike. On the independent survey, Long Beach ranks in the top ten on two-thirds of the teacher salary schedules, including a No. 1 ranking for the most highly educated and experienced teachers and a No. 2 ranking for new teachers. Long Beach did not rank at or near the bottom on any salary schedule. The full, independent ranking report is available at [www.lbusd.k12.ca.us](http://www.lbusd.k12.ca.us) under Employee Relations.

## District Budget Reviewed

Kim Stallings reviewed the current status of the district budget based upon the October 31, 2005 Interim Report. The district received an approximate 5.48 percent increase in its new money per child in its cost of living adjustment (COLA) plus deficit reduction.

The school district also suffered a decline of 732 ADA (Average Daily Attendance) in the prior year for a

### *Facts from the Table*

and other collective bargaining updates  
are available online at

[www.lbusd.k12.ca.us](http://www.lbusd.k12.ca.us)

under Employee Relations Services.

**Unified School Districts**  
Experienced Teachers Salary Schedule  
Highest Pay for Incoming Teacher

Unified School District	Rank	Annual Salary
<b>Long Beach</b>	<b>1</b>	<b>\$75,343</b>
Paramount	2	74,974
Baldwin Park	3	72,072
South Pasadena	4	71,534
Manhattan Beach	5	70,832
Azusa	6	70,655
La Cañada	7	70,570
Downey	8	69,221
El Segundo	9	69,089
Palos Verdes	10	69,001
Bassett	11	68,983
Glendale	12	68,748
Claremont	13	68,739
Rowland	14	68,686
Norwalk-La Mirada	15	68,640
ABC	16	68,451
Hacienda-La Puente	17	68,444
San Gabriel	18	68,068
Inglewood	19	68,035
Bellflower	20	67,502
Los Angeles	21	67,351
Montebello	22	67,320
Santa Monica-Malibu	23	66,008
Duarte	24	65,952
Culver City	25	65,640
El Rancho	26	65,601
Walnut Valley	27	65,573
Burbank	28	64,764
Bonita	29	63,930
Lynwood	30	63,167
Covina-Valley	31	61,700
Beverly Hills	32	61,306
San Marino	33	61,171
Charter Oak	34	60,765
Glendora	35	60,382
Arcadia	36	59,704
Redondo Beach	37	59,644
Compton	38	59,172
Pasadena	39	58,420
Alhambra	40.5	57,517
Las Virgenes	40.5	57,517
Temple City	42	57,362
Monrovia	43	56,193
Pomona	44	56,181
Torrance	45	54,210
West Covina	46	53,622
Acton-Agua Dulce	47	50,511

Source: Independent annual survey by Los Angeles County Office of Education, 2004-05 rates. Long Beach's top pay of \$75,343 at 15 years is available to teachers with a bachelor's degree plus 84 upper division or graduate level units and a master's degree, and to teachers with a master's degree plus 56 additional upper division or graduate level units. This top pay is available without a doctorate. An additional \$1,000 stipend is offered for a doctorate.

loss of \$4 million dollars in the current year. An additional \$6 million dollars, by law, had to be applied to restoring the district's state mandated unrestricted reserves from 1 percent to the required 2 percent. Funds also have been committed to step and column increases and to the higher cost of health and welfare benefits.

Stallings presented a graph detailing the five-year increases in Workers Compensation Costs from \$5.6 million in 2000-01 to \$16.9 million in 2004-05. Part of the increase comes from accounting requirements to better fund future liabilities. The cost of health and welfare insurance has increased from \$38.3 million in 2000-01 to \$71.6 million in 2004-05. This year's unappropriated monies are projected to be approximately \$5 million.

## Enrollment Still Declining

School districts receive money from the state based upon their average daily attendance. Fewer children equates to less funding received. Stallings presented a graph tracking the district's loss of enrollment since 1999 including projections through 2010. For 2005-06 the district projects a loss of an additional 2,300 students. The total projected loss of students between 2002-03 and 2010 is estimated to be 12,723 students. These are projections and are of course subject to variation. TALB rightly pointed out that revenue losses could ultimately be offset by teacher attrition as there will not be a need to replace teachers who resign or retire. The district, however, pointed out that these reductions frequently come at a slower pace than the loss of revenues.

## District Will Make Pay Offer

At the Monday, January 23 negotiations session, the school district will make its comprehensive economic proposal. The current TALB proposal of an 8.1 percent raise would cost an additional \$20 million.

## Next Meetings

- Monday, January 23
- Monday, January 30