



A Report from the Long Beach Unified School District Negotiating Team ■ January 25, 2006

Meeting of January 23, 2006

District Proposes 4 Percent Raise

Long Beach Unified School District representatives presented a comprehensive proposal to the Teachers Association of Long Beach this week, including a 4 percent raise that would apply to the salary schedule on a continuing basis. If TALB approves of the agreement, the 4 percent raise would go into effect on the next quadriweekly pay cycle. The proposal also included:

- An extra \$2,500 for teachers who have worked for 30 years.
- An easing of requirements to enter the fifth and highest pay column.
- A \$1,000 increase to the existing \$1,000 stipend for a doctorate.

The proposal would raise the highest base pay to more than \$92,000 for a nationally certified 30-year teacher with a doctorate. The average teacher in the district would earn approximately \$58,000 under the proposal. A new teacher with a credential would earn approximately \$45,000 annually.

The school district would have only enough funds available to cover a 2 percent raise if the increase were spread over this entire school year. To maximize impact upon the salary schedule, however, the district proposed to increase salaries by 4 percent at mid-year. Then the 4 percent raise would apply to the salary schedule on a continuing basis.

This proposal allows the school district to provide a raise while maintaining teacher support through librarians, nurses, counselors and special programs.

The school district's proposal also covered non-discrimination, association rights, hours, library media teachers, health and welfare, transfers, bilingual stipends, evaluations, grievance, intermediate discipline and term of agreement (through June 30, 2008). TALB representatives asked a few questions and stated they would respond at the next meeting on January 30.

Text of Salary Proposal

The school district's salary proposal is reprinted here verbatim:

"This salary proposal is made with the following considerations in mind: In a time of dramatically declining enrollment, the district maintains its commitment to the classroom teacher and the support system of resource providers such as librarians, nurses, counselors and special programs by seeking so long as possible to avoid layoffs; all certificated reductions in force have been accomplished through natural attrition. At the negotiating session of January 11 the district provided a comprehensive overview of its budget and budget projections, answered questions and invited TALB representatives to further explore any financial questions they may want answered. On January 11, the district presented information which indicated approximately two percent (2%) available for unrestricted purposes. Because it is late in the process the district is placing on the bargaining table the maximum dollars it believes it is able to spend. The district wishes to utilize its available dollars in such a way as to maximize their impact upon the salary schedule.

"Accordingly, the district proposes that Appendix B be modified to reflect a four percent (4%) increase effective the first QW following date of agreement. Additionally, in order to recognize and retain its experienced teachers the district proposes to add a 30th step to the salary schedule reflecting a \$2,500 increase over the preceding step, effective the first QW of the 2005-2006 school year. Additionally, there is a fifth column on the salary schedule, and the district wishes to facilitate advancement to that column effective beginning of QW 13 by reducing the requirements from BA+84+MA or MA+56 to BA+75+MA or MA+45 units. Effective July 1, 2005 the stipend for a doctorate shall be raised by \$1,000 to \$2,000 annually.

"Summarizing: 4 percent across the board effective the first QW following agreement; add a Step 30 amounting to \$2,500 increment effective the first QW of the 05-06 school year [beginning of 30th year of credited service]; reduce requirement for movement into fifth column effective beginning of QW 13; and increase doctorate stipend to \$2,000 per year effective the first QW of the 05-06 school year."

Facts from the Table and other collective bargaining updates are available online at www.lbusd.k12.ca.us under Employee Relations Services.