



A Report from the Long Beach Unified School District Negotiating Team ■ February 10, 2006

Meeting of February 8, 2006

Negotiators Discuss Incentives For Special Education Teachers

Long Beach Unified School District and Teachers Association of Long Beach representatives reviewed TALB's proposals for special education teachers.

Many of TALB's proposals focused on relieving special education teachers of responsibilities beyond the work day and beyond their regularly assigned caseload. Under TALB's proposals, special education teachers would be relieved of contact with any student outside their assigned caseload, would not perform bus, yard or recess duty, and could choose their own evaluator. The latter, TALB emphasized, is particularly important if the teacher receives an 'unsatisfactory' or 'needs improvement' rating. TALB also proposed that special education teachers have the same rights as general education teachers with regard to transfers and job sharing.

TALB's negotiators proposed a 5 percent bonus for hard-to-find speech pathologists with advanced certificates.

Cost, Efficiency Considered

The school district's response was based on factors such as cost and efficiency. TALB's proposals could require hiring many additional instructional aides and special education teachers, a number which the district could not estimate and probably not afford. District representatives also assured TALB they were making maximum efforts to increase the numbers and availability of qualified instructional aides for special education.

Facts from the Table

and other collective bargaining updates are available online at

www.lbusd.k12.ca.us

under Employee Relations Services.

Regarding evaluations, the district pointed out that the contract already provides a mechanism for asking for another administrator to conduct an observation following receipt of a less than satisfactory evaluation.

Designated Speech Instructors Would Receive 9 Percent Raise

The district's negotiating team proposed that an additional 5 percent be paid as an ongoing stipend for Designated Instructional Services (DIS) speech/language pathologists. Under this year's proposal, DIS speech/language pathologists could find their base salaries raised by 9 percent, including an immediate 4 percent raise recently proposed by the district.

The school district also proposed restoring the mechanism to provide additional salary schedule placement credit for non-school work for incoming speech pathologists.

School district negotiators confirmed that special education teachers have the same transfer and job share rights as general education teachers. The district clarified its proposal that the only restriction is that a special education teacher must spend four years as a special education teacher before requesting a reassignment to general education.

Current contract language calls for the principal and assistant superintendent of special education to select special education lead teachers. The district proposed to maintain that language unless the site already had a practice of electing the lead teacher. Because it is an extra assignment, the district under law reserves the right to change the assignment at any time.

TALB stated it would respond at the next meeting. Head Start and Child Development Center (CDC) issues also are on the agenda.

Future Meetings:

- Friday, February 24 (TALB Office)
- Tuesday, March 7 (TALB Office)
- Thursday, March 16 (District Office)