



A Report from the Long Beach Unified School District Negotiating Team ■ March 2, 2006

Meeting of February 24, 2006

CDC/Head Start Salary Proposal

The district made a salary proposal specifically to benefit Child Development Center/Head Start Teachers, comparable to the district offer for K-12 Teachers.

2005-06 salary increase: 4 percent effective mid-year if accepted by the close of the day's negotiations. This offer balances with the January 23 offer to K-12 teachers, otherwise to be effective the first quadriweekly pay period following agreement.

Career Increments: Increase the current 14-year increment from \$1,000 to \$1,500; increase current 24-year increment from \$1,000 to \$1,500; add a 30-year increment at \$1,500; these adjustments to be retroactive to the beginning of the 2005-06 work year.

TALB Rejects Salary Offer, Disregards Funding Differences

TALB rejected the proposal insisting instead upon the same 8 percent the union is seeking for the K-12 unit, a proposal that far exceeds the Cost Of Living Adjustment (COLA).

For many years the school district has strived to provide the same level of compensation increases for CDC/Head Start as for K-12 despite the fact that they are separately funded. CDC funding is typically *lower* than that applied to K-12. For example, this year CDC received base COLA funding of 4.23 percent. It did not receive the 5.6 percent COLA that includes an additional state deficit reduction allowance applied to K-12. Head Start is federally funded.

TALB's chief negotiator was not prepared to address any other CDC/Head Start issues, so these items have been postponed until the next meeting.

Future Meetings:

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

Speech/Language Pathologist Stipend Proposal Accepted

The district's proposal to add a 5 percent stipend for credentialed speech/language pathologists and specialists has been accepted by TALB. The stipend does not apply to someone working under a provisional or emergency permit or other type of waiver.

To assist in recruiting, TALB and district representatives also agreed to provide additional salary schedule placement credit based upon outside non-school experience for qualified speech/language specialists.

Still on the Table: 4 Percent Plus

Had TALB accepted the raise offered by the school district in January, teachers would have seen immediate salary increases of at least 4 percent, with even higher raises going to the most experienced teachers with advanced degrees. These increases are *in addition to* the regular step and column increases that most teachers receive.

For instance, the average teacher, under the district's recent proposal, would earn \$57,860. This teacher's base salary for 2004-05 was \$53,690. **With step movement and the 4 percent offer, this average teacher's actual salary increase equals \$4,170, or 7.8 percent.** Where does this money come from? It comes from the state's 5.6 percent Cost of Living Adjustment that also must pay for increased health care costs and increased operating costs. This year's COLA also had to be used to increase reserves from 1 percent to 2 percent as required by law, an additional cost of \$7 million.

Facts from the Table

and other collective bargaining updates
are available online at

www.lbusd.k12.ca.us

under Employee Relations Services.