



A Report from the Long Beach Unified School District Negotiating Team ■ May 30, 2006

Ten Percent Raise: District Offers 4% Retro Plus 6% Next Year

The Long Beach Unified School District presented a proposal to the Teachers Association of Long Beach today for a 4 percent raise retroactive to July 1, 2005 plus a 6 percent raise effective July 1, 2006. The net effect to teachers would be at least a 10 percent raise starting this July, and for many teachers, significantly more. In presenting the revised economic package, the school district is seeking closure in this year's negotiations with TALB.

The latest offer is made possible by a combination of factors: savings from health insurance due to increased efficiency throughout 2005-06, continued savings due to recent budget cuts, transfers of funds that free up resources in the general fund, and an optimistic state budget for 2006-07 as reflected in the Governor's May Revise.

The district's proposal would require TALB and the district to withdraw unresolved proposals in order to conclude negotiations. The entire agreement would run through June 30, 2008 with re-openers for salaries and benefits for the 2007-08 school year.

The proposal includes a **4 percent raise retroactive to July 1, 2005**, and a **6 percent raise effective July 1, 2006**.

The latest offer includes several other salary schedule and longevity improvements. The current \$1,000 stipend for 19 years of service would be boosted to

\$2,500. The current \$1,000 stipend for 24 years would be boosted to \$2,000. An additional, new longevity increment of \$2,500 after 29 years of service is also proposed. The current \$1,000 doctoral stipend will double to \$2,000, and the district will ease unit requirements to move to the final and highest paying column.

District representatives stated that retroactivity would be offered only if total agreement is reached by June 13. Otherwise, the district's 4 percent retroactive offer would be removed, and the district's salary proposal would be 10 percent effective the first quadriweekly pay period following agreement. **The district proposed no cap on its payment of health benefits, and no changes to health plans.**

Highest Paid Teachers

Base Salary and Longevity Increment Comparison with Neighboring School Districts Based on LBUSD's Latest Bargaining Offer

Garden Grove**	\$87,410
Los Alamitos	\$85,897 ✓
Irvine*	\$85,774
Long Beach	\$85,357
Downey**	\$84,764
ABC*	\$84,246
Newport-Mesa	\$83,978
Norwalk-La Mirada*	\$80,366 ✓
Paramount*	\$74,974 ✓
Bellflower*	\$72,829 ✓

* Cap on District payment of Health Benefits
** Employee Contribution to Health Care
✓ Negotiations Pending

The Long Beach figure is proposed for 2005-06 and does not include an additional 6 percent proposed for 2006-07.

Effective Beginning July 1, 2006



Teacher Category	Current Salary	Proposed Salary 2005-06	Proposed Salary 2006-07	2-year Increase	2-year Percentage Increase
Minimum—New teacher with bachelor's degree and no experience	\$43,227	\$44,956	\$47,653	\$4,426	10.24 %
Average Long Beach Unified School District Teacher	\$55,635	\$57,860	\$61,332	\$5,697	10.24 %
Master's degree with 30 years of experience*	\$77,343	\$85,357	\$90,058	\$12,715	16.40 %
Doctorate with 30 years and National Board Certification**	\$85,877	\$95,192	\$100,364	\$14,487	16.90 %

* Includes a new 30-year annual career increment of \$2,500.

** Includes a new 30-year annual career increment of \$2,500 plus \$2,000 for the doctorate.