



A Report from the Long Beach Unified School District Negotiating Team ■ June 5, 2006

## TALB Delays Response To LBUSD's 10 Percent Pay Raise Proposal

At the negotiating session on Friday, June 2, Teachers Association of Long Beach representatives refused to respond to the district's two-year proposal of a 4 percent raise retroactive to July 1, 2005, and an additional 6 percent raise effective July 1, 2006. District representatives asked whether TALB accepted the offer or rejected the offer – to which TALB responded that they would wait until after the TALB Board meets on June 6. District representatives then asked whether the TALB team would recommend the offer to the TALB Board and were told by the TALB spokesperson, "It's none of your business."

### District Clarifies Economic Proposal

In response to questions raised by many teachers and TALB, the district confirmed that the newly proposed longevity stipends are, indeed, compounded. Thus, at the 20th year the longevity amount is \$2,500. At the 25th year the added amount is \$2,000 for a total of \$4,500, and in the 30th year the new amount to be added is \$2,500 for a total of \$7,000. For example, based upon the current schedule, and before adding a 10 percent increase, a 30-year teacher earning \$75,343 would earn \$82,343. Applying the proposed salary increase, that same teacher will earn \$90,058. Longevity stipends apply in each year and successive years of eligibility. Thus, in years 20-24 the \$2,500 applies, in years 25-29 the \$4,500 applies, and in years 30+ the \$7,000 applies.

**Timing:** District representatives noted that a timely resolution could provide retroactive checks to teachers by the first week in August.

**Retroactivity:** The district offer contains a deadline after which retroactivity is no longer offered. That deadline is June 13 to coincide with a previously scheduled negotiating meeting and the end of the school year.

**Economic Good News:** It looks like this year's Cost of Living Adjustment (COLA) plus Deficit Reduction plus Equalization Aid (if approved in the final state budget) could exceed 8 percent. When combined with last year's COLA, this could mean as much

as 14 percent over two years. This will support the district's compensation proposals which, when added to the increased costs of step and column and health insurance, exceed 14 percent.

**Economic Bad News:** The district is losing approximately 300 students per month. After next year, this declining enrollment will create a dramatic loss in overall income, making it difficult to sustain the proposed compensation increases.

#### TALB's Non-Compensation Response:

Instead of responding to the district's economic proposal, TALB submitted nine items as a "package offer." In response, the district agreed to expand the definition of those eligible for Individualized Education Plan (IEP) pay after four hours from "teacher" to "bargaining unit member;" confirmed that most other stipends would receive the same percentage increase as applied to the salary schedules; and agreed to remove the enrollment cap on Blue Shield HMO and PacificCare in return for eliminating CCN. The district rejected TALB's proposal for an agreement through August 31, 2007 and is insisting on an agreement through June 30, 2008. In the third year of the district's proposal, each side, in addition to salary and benefits, could select two other contract articles for re-openers.

### Future Meetings

- June 9 (TALB Office)\*
- June 13, 28 (District Office)

\*Replaces May 30 meeting canceled by TALB; will start at 8 a.m. and carry no set ending time.

#### *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.