

**Los Angeles County Office of Education
Division of Business Advisory Services**

**PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
in accordance with AB 1200 (Chapter 1213/Statutes 1992), AB 2756 (Chapter 52/Statutes 2004), GC 3547.5**

Name of School District: Long Beach Unified School District

Name of Bargaining Unit: CSEA Units A and B

Certificated, Classified, Other: Classified

The proposed agreement covers the period beginning: July 1, 2014 (date) and ending: June 30, 2015 (date)

The Governing Board will act upon this agreement on: June 2, 2015 (date)

Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.

A. Proposed Change in Compensation

Bargaining Unit Compensation All Funds - Combined		Fiscal Impact of Proposed Agreement (Complete Years 2 and 3 for multiyear and overlapping agreements only)			
		Annual Cost Prior to Proposed Settlement	Year 1 Increase/(Decrease) 2014-15	Year 2 Increase/(Decrease) 2015-16	Year 3 Increase/(Decrease) 2016-17
1. Salary Schedule Including Step and Column	\$ 78,302,187	\$ 3,915,109			
		5.00%	0.00%	0.00%	
2. Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.					
Description of Other Compensation					
3. Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 16,773,111	\$ 838,656			
		5.00%	0.00%	0.00%	
4. Health/Welfare Plans	\$ 37,481,444		\$ (179,100)	\$ (199,212)	
		0.00%	-0.48%	-0.53%	
5. Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5	\$ 132,556,742	\$ 4,753,765	\$ (179,100)	\$ (199,212)	
		3.59%	-0.13%	-0.15%	
6. Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	2,002.00				
7. Total Compensation Average Cost per Bargaining Unit Employee	\$ 66,212	\$ 2,375	\$ (89)	\$ (100)	
		3.59%	-0.13%	-0.15%	

Long Beach Unified School District
CSEA Units A and B

8. What was the negotiated percentage change? For example, if the change in "Year 1" was for less than a full year, what is the annualized percentage of that change for "Year 1"?

5% salary increase retroactive to July 1, 2014

9. Were any additional steps, columns, or ranges added to the salary schedules? (If yes, please explain.)

no

10. Please include comments and explanations as necessary. (If more room is necessary, please attach an additional sheet.)

Change in deductibles on PPO plan for preferred providers and out of network providers to begin January 1, 2016.

11. Does this bargaining unit have a negotiated cap for Health and Welfare Yes No

If yes, please describe the cap amount.

The cap is based on 2013 PPO rates at each tier with a 3.5% annual escalator starting in 2014.

B. Proposed negotiated changes in noncompensation items (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

C. What are the specific impacts (positive or negative) on instructional and support programs to accommodate the settlement? Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff, etc.)

none

Long Beach Unified School District
CSEA Units A and B

D. What contingency language is included in the proposed agreement (e.g., reopeners, etc.)?

E. Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc.

none

F. Source of Funding for Proposed Agreement:

1. Current Year

Funding will come from ongoing resources, including LCFF resources and categorical funds.

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years?

Funding will come from ongoing resources, including LCFF resources and categorical funds.

3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effects in meeting obligations.)

This is a single year agreement.

Long Beach Unified School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Unrestricted General Fund**

Bargaining Unit:

CSEA Units A and B

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (2nd Interim Report)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
LCFF Revenue 8010-8099	\$ 585,359,635		\$ -	\$ 585,359,635
Federal Revenue 8100-8299	\$ 100,000		\$ -	\$ 100,000
Other State Revenue 8300-8599	\$ 18,217,815		\$ -	\$ 18,217,815
Other Local Revenue 8600-8799	\$ 10,355,705		\$ -	\$ 10,355,705
TOTAL REVENUES	\$ 614,033,155		\$ -	\$ 614,033,155
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 274,438,748			\$ 274,438,748
Classified Salaries 2000-2999	\$ 68,651,482	\$ 1,836,805		\$ 70,488,287
Employee Benefits 3000-3999	\$ 122,258,753	\$ 393,462		\$ 122,652,215
Books and Supplies 4000-4999	\$ 13,172,581		\$ -	\$ 13,172,581
Services, Other Operating Expenses 5000-5999	\$ 39,078,729		\$ -	\$ 39,078,729
Capital Outlay 6000-6999	\$ 609,780		\$ -	\$ 609,780
Other Outgo 7100-7299 7400-7499			\$ -	\$ -
Indirect/Direct Support Costs 7300-7399	\$ (9,826,971)		\$ -	\$ (9,826,971)
TOTAL EXPENDITURES	\$ 508,383,102	\$ 2,230,267	\$ -	\$ 510,613,369
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ 1,250,000	\$ -	\$ -	\$ 1,250,000
Transfers Out and Other Uses 7600-7699	\$ 8,319,490	\$ -	\$ -	\$ 8,319,490
Contributions 8980-8999	\$ (86,582,738)	\$ (1,436,004)	\$ -	\$ (88,018,742)
OPERATING SURPLUS (DEFICIT)*	\$ 11,997,825	\$ (3,666,271)	\$ -	\$ 8,331,554
BEGINNING FUND BALANCE				
9791	\$ 76,527,879			\$ 76,527,879
Prior-Year Adjustments/Restatements 9793/9795				\$ -
ENDING FUND BALANCE	\$ 88,525,704	\$ (3,666,271)	\$ -	\$ 84,859,433
COMPONENTS OF ENDING BALANCE:				
Nonspendable Amounts 9711-9719	\$ 1,906,650	\$ -	\$ -	\$ 1,906,650
Restricted Amounts 9740				
Committed Amounts 9750-9760		\$ -	\$ -	\$ -
Assigned Amounts 9780	\$ 7,200,000	\$ -	\$ -	\$ 7,200,000
Reserve for Economic Uncertainties 9789	\$ 15,045,371	\$ 81,026	\$ -	\$ 15,126,397
Unassigned/Unappropriated Amount 9790	\$ 64,373,683	\$ (3,747,297)	\$ -	\$ 60,626,386

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Long Beach Unified School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Bargaining Unit:		Restricted General Fund CSEA Units A and B			
		Column 1	Column 2	Column 3	Column 4
Object Code		Latest Board- Approved Budget Before Settlement (2nd Interim Report)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES					
LCFF Revenue	8010-8099	\$ -		\$ -	\$ -
Federal Revenue	8100-8299	\$ 61,521,669		\$ -	\$ 61,521,669
Other State Revenue	8300-8599	\$ 64,690,393		\$ -	\$ 64,690,393
Other Local Revenue	8600-8799	\$ 12,106,967		\$ -	\$ 12,106,967
TOTAL REVENUES		\$ 138,319,029		\$ -	\$ 138,319,029
EXPENDITURES					
Certificated Salaries	1000-1999	\$ 83,249,436	\$ -	\$ -	\$ 83,249,436
Classified Salaries	2000-2999	\$ 37,058,735	\$ 1,499,770		\$ 38,558,505
Employee Benefits	3000-3999	\$ 43,924,579	\$ 321,266		\$ 44,245,845
Books and Supplies	4000-4999	\$ 24,092,628		\$ -	\$ 24,092,628
Services, Other Operating Expenses	5000-5999	\$ 37,070,346		\$ -	\$ 37,070,346
Capital Outlay	6000-6999	\$ 1,215,339		\$ -	\$ 1,215,339
Other Outgo	7100-7299 7400-7499	\$ 317,450		\$ -	\$ 317,450
Indirect/Direct Support Costs	7300-7399	\$ 8,637,398		\$ -	\$ 8,637,398
TOTAL EXPENDITURES		\$ 235,565,911	\$ 1,821,036	\$ -	\$ 237,386,947
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -	\$ -
Contributions	8980-8999	\$ 86,582,738	\$ 1,436,004		\$ 88,018,742
OPERATING SURPLUS (DEFICIT)*		\$ (10,664,144)	\$ (385,032)	\$ -	\$ (11,049,176)
BEGINNING FUND BALANCE					
Prior-Year Adjustments/Restatements	9791 9793/9795	\$ 27,865,440			\$ 27,865,440
ENDING FUND BALANCE		\$ 17,201,296	\$ (385,032)	\$ -	\$ 16,816,264
COMPONENTS OF ENDING BALANCE:					
Nonspendable Amounts	9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted Amounts	9740	\$ 17,201,296	\$ (385,032)	\$ -	\$ 16,816,264
Committed Amounts	9750-9760				
Assigned Amounts	9780				
Reserve for Economic Uncertainties	9789		\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ (0)	\$ 0	\$ -	\$ (0)

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Long Beach Unified School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Bargaining Unit:		Combined General Fund CSEA Units A and B			
		Column 1	Column 2	Column 3	Column 4
Object Code		Latest Board- Approved Budget Before Settlement (2nd Interim Report)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES					
LCFF Revenue	8010-8099	\$ 585,359,635		\$ -	\$ 585,359,635
Federal Revenue	8100-8299	\$ 61,621,669		\$ -	\$ 61,621,669
Other State Revenue	8300-8599	\$ 82,908,208		\$ -	\$ 82,908,208
Other Local Revenue	8600-8799	\$ 22,462,672		\$ -	\$ 22,462,672
TOTAL REVENUES		\$ 752,352,184		\$ -	\$ 752,352,184
EXPENDITURES					
Certificated Salaries	1000-1999	\$ 357,688,184	\$ -	\$ -	\$ 357,688,184
Classified Salaries	2000-2999	\$ 105,710,217	\$ 3,336,575	\$ -	\$ 109,046,792
Employee Benefits	3000-3999	\$ 166,183,332	\$ 714,728	\$ -	\$ 166,898,060
Books and Supplies	4000-4999	\$ 37,265,209		\$ -	\$ 37,265,209
Services, Other Operating Expenses	5000-5999	\$ 76,149,075		\$ -	\$ 76,149,075
Capital Outlay	6000-6999	\$ 1,825,119		\$ -	\$ 1,825,119
Other Outgo	7100-7299 7400-7499	\$ 317,450		\$ -	\$ 317,450
Indirect/Direct Support Costs	7300-7399	\$ (1,189,573)		\$ -	\$ (1,189,573)
TOTAL EXPENDITURES		\$ 743,949,013	\$ 4,051,303	\$ -	\$ 748,000,316
OTHER FINANCING SOURCES/USES					
Transfer In and Other Sources	8900-8979	\$ 1,250,000	\$ -	\$ -	\$ 1,250,000
Transfers Out and Other Uses	7600-7699	\$ 8,319,490	\$ -	\$ -	\$ 8,319,490
Contributions	8980-8999	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ 1,333,681	\$ (4,051,303)	\$ -	\$ (2,717,622)
BEGINNING FUND BALANCE					
Prior-Year Adjustments/Restatements	9791 9793/9795	\$ 104,393,319			\$ 104,393,319
ENDING FUND BALANCE		\$ 105,727,000	\$ (4,051,303)	\$ -	\$ 101,675,697
COMPONENTS OF ENDING BALANCE:					
Nonspendable Amounts	9711-9719	\$ 1,906,650	\$ -	\$ -	\$ 1,906,650
Restricted Amounts	9740	\$ 17,201,296	\$ (385,032)	\$ -	\$ 16,816,264
Committed Amounts	9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned Amounts	9780	\$ 7,200,000	\$ -	\$ -	\$ 7,200,000
Reserve for Economic Uncertainties	9789	\$ 15,045,371	\$ 81,026	\$ -	\$ 15,126,397
Unassigned/Unappropriated Amount	9790	\$ 64,373,683	\$ (3,747,297)	\$ -	\$ 60,626,386

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Long Beach Unified School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Fund 11 - Adult Education Fund**

Bargaining Unit:

CSEA Units A and B

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (2nd Interim Report)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
Federal Revenue 8100-8299	\$ 250,867		\$ -	\$ 250,867
Other State Revenue 8300-8599	\$ -		\$ -	\$ -
Other Local Revenue 8600-8799	\$ 604,000		\$ -	\$ 604,000
TOTAL REVENUES	\$ 854,867		\$ -	\$ 854,867
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 574,250	\$ -	\$ -	\$ 574,250
Classified Salaries 2000-2999	\$ 126,836	\$ 2,706	\$ -	\$ 129,542
Employee Benefits 3000-3999	\$ 162,143	\$ 580	\$ -	\$ 162,723
Books and Supplies 4000-4999	\$ 10,662		\$ -	\$ 10,662
Services, Other Operating Expenses 5000-5999	\$ 146,488		\$ -	\$ 146,488
Capital Outlay 6000-6999	\$ -		\$ -	\$ -
Other Outgo 7100-7299 7400-7499	\$ -		\$ -	\$ -
Indirect/Direct Support Costs 7300-7399	\$ 30,759		\$ -	\$ 30,759
TOTAL EXPENDITURES	\$ 1,051,138	\$ 3,286	\$ -	\$ 1,054,424
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ 122,669		\$ -	\$ 122,669
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (73,602)	\$ (3,286)	\$ -	\$ (76,888)
BEGINNING FUND BALANCE 9791	\$ 98,763			\$ 98,763
Prior-Year Adjustments/Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 25,161	\$ (3,286)	\$ -	\$ 21,875
COMPONENTS OF ENDING BALANCE:				
Nonspendable Amounts 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted Amounts 9740	\$ 25,161	\$ (3,286)	\$ -	\$ 21,875
Committed Amounts 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned Amounts 9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ -	\$ 0	\$ -	\$ 0

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Long Beach Unified School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Fund 12 - Child Development Fund**

Bargaining Unit:

CSEA Units A and B

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (2nd Interim Report)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
Federal Revenue 8100-8299	\$ 22,169,785		\$ -	\$ 22,169,785
Other State Revenue 8300-8599	\$ 5,485,351		\$ -	\$ 5,485,351
Other Local Revenue 8600-8799	\$ 1,347,853		\$ -	\$ 1,347,853
TOTAL REVENUES	\$ 29,002,989		\$ -	\$ 29,002,989
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 10,225,281		\$ -	\$ 10,225,281
Classified Salaries 2000-2999	\$ 6,416,891	\$ 193,268	\$ -	\$ 6,610,159
Employee Benefits 3000-3999	\$ 7,822,444	\$ 41,400	\$ -	\$ 7,863,844
Books and Supplies 4000-4999	\$ 1,761,992		\$ -	\$ 1,761,992
Services, Other Operating Expenses 5000-5999	\$ 1,396,282		\$ -	\$ 1,396,282
Capital Outlay 6000-6999	\$ 221,285		\$ -	\$ 221,285
Other Outgo 7100-7299 7400-7499	\$ -		\$ -	\$ -
Indirect/Direct Support Costs 7300-7399	\$ 1,158,814		\$ -	\$ 1,158,814
TOTAL EXPENDITURES	\$ 29,002,989	\$ 234,668	\$ -	\$ 29,237,657
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ -	\$ (234,668)	\$ -	\$ (234,668)
BEGINNING FUND BALANCE 9791	\$ 1,097,349			\$ 1,097,349
Prior-Year Adjustments/Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 1,097,349	\$ (234,668)	\$ -	\$ 862,681
COMPONENTS OF ENDING BALANCE:				
Nonspendable Amounts 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted Amounts 9740	\$ 1,097,349	\$ (234,668)	\$ -	\$ 862,681
Committed Amounts 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned Amounts 9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ (0)	\$ 0	\$ -	\$ (0)

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Los Angeles County Office of Education

Division of Business Advisory Services

Revised 11/05/14

Long Beach Unified School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Fund 13/61 - Cafeteria Fund**

Bargaining Unit:

CSEA Units A and B

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (2nd Interim Report)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
LCFF Revenue 8010-8099	\$ -		\$ -	\$ -
Federal Revenue 8100-8299	\$ 27,193,029		\$ -	\$ 27,193,029
Other State Revenue 8300-8599	\$ 2,412,316		\$ -	\$ 2,412,316
Other Local Revenue 8600-8799	\$ 4,892,555		\$ -	\$ 4,892,555
TOTAL REVENUES	\$ 34,497,900		\$ -	\$ 34,497,900
EXPENDITURES				
Certificated Salaries 1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries 2000-2999	\$ 13,463,621	\$ 382,560	\$ -	\$ 13,846,181
Employee Benefits 3000-3999	\$ 6,655,726	\$ 81,948	\$ -	\$ 6,737,674
Books and Supplies 4000-4999	\$ 11,578,960		\$ -	\$ 11,578,960
Services, Other Operating Expenses 5000-5999	\$ 1,224,166		\$ -	\$ 1,224,166
Capital Outlay 6000-6999	\$ 367,901		\$ -	\$ 367,901
Other Outgo 7100-7299	\$ -		\$ -	\$ -
7400-7499				
Indirect/Direct Support Costs 7300-7399	\$ -		\$ -	\$ -
TOTAL EXPENDITURES	\$ 33,290,374	\$ 464,508	\$ -	\$ 33,754,882
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ 196,821	\$ -	\$ -	\$ 196,821
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ 1,404,347	\$ (464,508)	\$ -	\$ 939,839
BEGINNING FUND BALANCE 9791	\$ 9,520,224			\$ 9,520,224
Prior-Year Adjustments/Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 10,924,571	\$ (464,508)	\$ -	\$ 10,460,063
COMPONENTS OF ENDING BALANCE:				
Nonspendable Amounts 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted Amounts 9740	\$ 10,924,571	\$ (464,508)	\$ -	\$ 10,460,063
Committed Amounts 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned Amounts 9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ -	\$ (0)	\$ -	\$ (0)

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Los Angeles County Office of Education
Division of Business Advisory Services
Revised 11/05/14

Long Beach Unified School District

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**Unrestricted General Fund MYP**

Bargaining Unit:

CSEA Units A and B

Object Code	2014-15	2015-16	2016-17
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ 585,359,635	\$ 632,550,172	\$ 653,884,450
Federal Revenue 8100-8299	\$ 100,000	\$ -	\$ -
Other State Revenue 8300-8599	\$ 18,217,815	\$ 26,022,064	\$ 12,993,848
Other Local Revenue 8600-8799	\$ 10,355,705	\$ 8,579,054	\$ 8,681,540
TOTAL REVENUES	\$ 614,033,155	\$ 667,151,290	\$ 675,559,838
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 274,438,748	\$ 287,077,759	\$ 290,328,536
Classified Salaries 2000-2999	\$ 70,488,287	\$ 72,324,366	\$ 73,381,680
Employee Benefits 3000-3999	\$ 122,652,215	\$ 136,489,246	\$ 150,405,782
Books and Supplies 4000-4999	\$ 13,172,581	\$ 19,178,772	\$ 19,316,003
Services, Other Operating Expenses 5000-5999	\$ 39,078,729	\$ 39,501,963	\$ 39,770,150
Capital Outlay 6000-6999	\$ 609,780	\$ 618,927	\$ 618,927
Other Outgo 7100-7299 7400-7499	\$ -	\$ -	\$ -
Indirect/Direct Support Costs 7300-7399	\$ (9,826,971)	\$ (9,500,000)	\$ (9,600,000)
Other Adjustments			\$ -
TOTAL EXPENDITURES	\$ 510,613,369	\$ 545,691,033	\$ 564,221,078
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ 1,250,000	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ 8,319,490	\$ 4,319,490	\$ 4,319,490
Contributions 8980-8999	\$ (88,018,742)	\$ (105,403,299)	\$ (108,155,380)
OPERATING SURPLUS (DEFICIT)*	\$ 8,331,554	\$ 11,737,468	\$ (1,136,110)
BEGINNING FUND BALANCE			
9791	\$ 76,527,879	\$ 84,859,433	\$ 96,596,901
Prior-Year Adjustments/Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 84,859,433	\$ 96,596,901	\$ 95,460,791
COMPONENTS OF ENDING BALANCE:			
Nonspendable Amounts 9711-9719	\$ 1,906,650	\$ 1,906,650	\$ 1,906,650
Restricted Amounts 9740			
Committed Amounts 9750-9760	\$ -	\$ -	\$ -
Assigned Amounts 9780	\$ 7,200,000	\$ 15,400,000	\$ 28,000,000
Reserve for Economic Uncertainties 9789	\$ 15,126,397	\$ 15,650,710	\$ 16,084,981
Unassigned/Unappropriated Amount 9790	\$ 60,626,386	\$ 63,639,541	\$ 49,469,160

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Long Beach Unified School District

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**Restricted General Fund MYP**

Bargaining Unit:

CSEA Units A and B

Object Code	2014-15	2015-16	2016-17
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ -	\$ -	\$ -
Federal Revenue 8100-8299	\$ 61,521,669	\$ 54,294,485	\$ 52,570,101
Other State Revenue 8300-8599	\$ 64,690,393	\$ 64,342,994	\$ 64,337,112
Other Local Revenue 8600-8799	\$ 12,106,967	\$ 7,422,188	\$ 5,766,242
TOTAL REVENUES	\$ 138,319,029	\$ 126,059,667	\$ 122,673,455
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 83,249,436	\$ 81,008,456	\$ 80,026,831
Classified Salaries 2000-2999	\$ 38,558,505	\$ 36,517,795	\$ 36,794,897
Employee Benefits 3000-3999	\$ 44,245,845	\$ 46,100,510	\$ 50,003,018
Books and Supplies 4000-4999	\$ 24,092,628	\$ 11,320,703	\$ 10,334,837
Services, Other Operating Expenses 5000-5999	\$ 37,070,346	\$ 48,821,630	\$ 49,581,769
Capital Outlay 6000-6999	\$ 1,215,339	\$ 167,748	\$ 167,748
Other Outgo 7100-7299 7400-7499	\$ 317,450	\$ 317,450	\$ 317,450
Indirect/Direct Support Costs 7300-7399	\$ 8,637,398	\$ 8,270,682	\$ 8,481,942
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 237,386,947	\$ 232,524,974	\$ 235,708,492
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -
Contributions 8980-8999	\$ 88,018,742	\$ 104,610,869	\$ 108,155,380
OPERATING SURPLUS (DEFICIT)*	\$ (11,049,176)	\$ (1,854,438)	\$ (4,879,657)
BEGINNING FUND BALANCE			
9791	\$ 27,865,440	\$ 16,816,264	\$ 14,961,826
Prior-Year Adjustments/Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 16,816,264	\$ 14,961,826	\$ 10,082,169
COMPONENTS OF ENDING BALANCE:			
Nonspendable Amounts 9711-9719	\$ -	\$ -	\$ -
Restricted Amounts 9740	\$ 16,816,264	\$ 14,961,826	\$ 10,082,169
Committed Amounts 9750-9760			
Assigned Amounts 9780			
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ (0)	\$ (0)	\$ (0)

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Long Beach Unified School District

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**Combined General Fund MYP**

Bargaining Unit:

CSEA Units A and B

Object Code	2014-15	2015-16	2016-17
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ 585,359,635	\$ 632,550,172	\$ 653,884,450
Federal Revenue 8100-8299	\$ 61,621,669	\$ 54,294,485	\$ 52,570,101
Other State Revenue 8300-8599	\$ 82,908,208	\$ 90,365,058	\$ 77,330,960
Other Local Revenue 8600-8799	\$ 22,462,672	\$ 16,001,242	\$ 14,447,782
TOTAL REVENUES	\$ 752,352,184	\$ 793,210,957	\$ 798,233,293
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 357,688,184	\$ 368,086,215	\$ 370,355,367
Classified Salaries 2000-2999	\$ 109,046,792	\$ 108,842,161	\$ 110,176,577
Employee Benefits 3000-3999	\$ 166,898,060	\$ 182,589,756	\$ 200,408,800
Books and Supplies 4000-4999	\$ 37,265,209	\$ 30,499,475	\$ 29,650,840
Services, Other Operating Expenses 5000-5999	\$ 76,149,075	\$ 88,323,593	\$ 89,351,919
Capital Outlay 6000-6999	\$ 1,825,119	\$ 786,675	\$ 786,675
Other Outgo 7100-7299 7400-7499	\$ 317,450	\$ 317,450	\$ 317,450
Indirect/Direct Support Costs 7300-7399	\$ (1,189,573)	\$ (1,229,318)	\$ (1,118,058)
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 748,000,316	\$ 778,216,007	\$ 799,929,570
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ 1,250,000	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ 8,319,490	\$ 4,319,490	\$ 4,319,490
Contributions 8980-8999	\$ -	\$ (792,430)	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (2,717,622)	\$ 9,883,030	\$ (6,015,767)
BEGINNING FUND BALANCE			
9791	\$ 104,393,319	\$ 101,675,697	\$ 111,558,727
Prior-Year Adjustments/Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 101,675,697	\$ 111,558,727	\$ 105,542,960
COMPONENTS OF ENDING BALANCE:			
Nonspendable Amounts 9711-9719	\$ 1,906,650	\$ 1,906,650	\$ 1,906,650
Restricted Amounts 9740	\$ 16,816,264	\$ 14,961,826	\$ 10,082,169
Committed Amounts 9750-9760	\$ -	\$ -	\$ -
Assigned Amounts 9780	\$ 7,200,000	\$ 15,400,000	\$ 28,000,000
Reserve for Economic Uncertainties 9789	\$ 15,126,397	\$ 15,650,710	\$ 16,084,981
Unassigned/Unappropriated Amount 9790	\$ 60,626,386	\$ 63,639,541	\$ 49,469,160

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Long Beach Unified School District
CSEA Units A and B

I. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

	2014-15	2015-16	2016-17
a. Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 756,319,806	\$ 782,535,497	\$ 804,249,060
b. Less: Special Education Pass-Through Funds	\$ -	\$ -	\$ -
c. Net Expenditures, Transfers Out, and Uses	\$ 756,319,806	\$ 782,535,497	\$ 804,249,060
d. State Standard Minimum Reserve Percentage for this District Enter percentage →	2.00%	2.00%	2.00%
e. State Standard Minimum Reserve Amount for this District (For districts with less than 1,001 ADA, this is the greater of Line a, times Line b. or \$50,000)	\$ 15,126,396	\$ 15,650,710	\$ 16,084,981

2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)

a. General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$ 15,126,397	\$ 15,650,710	\$ 16,084,981
b. General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ 60,626,386	\$ 63,639,541	\$ 49,469,160
c. Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9789)	\$ -	\$ -	\$ -
d. Special Reserve Fund (Fund 17) Budgeted Unassigned/Unappropriated Amount (9790)	\$ -	\$ -	\$ -
e. Total Available Reserves	\$ 75,752,783	\$ 79,290,251	\$ 65,554,141
f. Reserve for Economic Uncertainties Percentage	10.02%	10.13%	8.15%

3. Do unrestricted reserves meet the state minimum reserve amount?

2014-15	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2015-16	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2016-17	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

4. If no, how do you plan to restore your reserves?

Long Beach Unified School District
CSEA Units A and B

5. Does the Total Compensation Increase/(Decrease) on Page 1, Section A, #5 agree with the Total Increase/(Decrease) for all funds as a result of the settlement(s)? Please explain any variance.

Total Compensation Increase/(Decrease) on Page 1, Section A, #5	\$	4,753,765
General Fund balance Increase/(Decrease), Page 4c, Column 2	\$	(4,051,303)
Adult Education Fund balance Increase/(Decrease), Page 4d, Column 2	\$	(3,286)
Child Development Fund balance Increase/(Decrease), Page 4e, Column 2	\$	(234,668)
Cafeteria Fund balance Increase/(Decrease), Page 4f, Column 2	\$	(464,508)
Other Fund balance Increase/(Decrease), Page 4g, Column 2	\$	-
Other Fund balance Increase/(Decrease), Page 4h, Column 2	\$	-
Total all fund balances Increase/(Decrease) as a result of the settlement(s)	\$	(4,753,764)
	Variance \$	0

Variance Explanation:

6. Will this agreement create or increase deficit financing in the current or subsequent years?

"Deficit Financing" is defined to exist when a fund's expenditures and other financing uses exceed its revenues and other financing sources in a given year. If a deficit is shown below, provide an explanation and any deficit reduction plan, as necessary.

General Fund Combined	Surplus/ (Deficit)	(Deficit) %	Deficit primarily due to:
Current FY Surplus/(Deficit) before settlement(s)?	\$ 1,333,681	0.2%	
Current FY Surplus/(Deficit) after settlement(s)?	\$ (2,717,622)	(0.4%)	negotiated salary increase and various
1st Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ 9,883,030	1.3%	
2nd Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ (6,015,767)	(0.7%)	negotiated salary increase and various

Deficit Reduction Plan (as necessary):

Reserve levels will be reduced; district will need to adjust spending levels in conjunction with any changes necessary due to changes in gap funding levels - unknown at this time.

Were "Other Adjustments" amount(s) entered in the multiyear projections (pages 5a and 5b) for 1st and 2nd

7. Subsequent FY?

"Other Adjustments" could indicate that a budget reduction plan was/is being developed to address deficit spending and to rebuild reserves. Any amount shown below must have an explanation. If additional space is needed, attach a separate sheet or use Page 9a.

MYP	Amount	"Other Adjustments" Explanation
1st Subsequent FY Unrestricted, Page 5a	\$ -	
1st Subsequent FY Restricted, Page 5b	\$ -	
2nd Subsequent FY Unrestricted, Page 5a	\$ -	
2nd Subsequent FY Restricted, Page 5b	\$ -	

CSEA Units A and B

J. COMPARISON OF PROPOSED CHANGE IN TOTAL COMPENSATION TO CHANGE IN LCFF FUNDING FOR THE NEGOTIATED PERIOD

The purpose of this form is to determine if the district has entered into bargaining agreements that would result in salary increases that are expected to exceed the projected increase in LCFF funding

(fill out columns for which there is agreement)

	2013-14	2014-15	2015-16	2016-17
a. LCFF Gap Funding per ADA	404.96	888.03		
b. Amount Change from Prior Year Funding per ADA	483.07			
c. Percentage Change from Prior Year Funding per ADA	119.29%	0.00%		0.00%
d. Total Compensation Amount Change (from Page 1, Section A, Line 5)	4,753,764.92	(179,100.00)		(199,212.00)
e. Total Compensation Percentage Change (from Page 1, Section A, Line 5)	3.59%	-0.13%		-0.15%
f. Proposed agreement is within/exceeds change in LCFF Funding (f vs. e)	Within	Within	Within	Within

K. CERTIFICATION NO. 1: CERTIFICATION OF THE DISTRICT'S ABILITY TO MEET THE COSTS OF THE COLLECTIVE BARGAINING AGREEMENT

This certification page must be signed by the district's Superintendent and Chief Business Official at the time of public disclosure and is intended to assist the district's Governing Board in determining whether the district can meet the costs incurred under the tentative Collective Bargaining Agreement in the current and subsequent years. The absence of a certification signature or if "I am unable to certify" is checked should serve as a "red flag" to the district's Governing Board.

In accordance with the requirements of Government Code Sections 3540.2 and 3547.5, the Superintendent and Chief Business Official of the Long Beach Unified School District, hereby certify that the District can meet the costs incurred under this Collective Bargaining Agreement during the term of the agreement from July 1, 2014 to June 30, 2015.

Board Actions

The board actions necessary to meet the cost of the agreement in each year of its term are as follows:

Current Year

Budget Adjustment Categories:

Revenues/Other Financing Sources
Expenditures/Other Financing Uses
Ending Balance(s) Increase/(Decrease)

	Budget Adjustment Increase/(Decrease)
\$	-
\$	4,753,764
\$	(4,753,764)

Subsequent Years

Budget Adjustment Categories:

Revenues/Other Financing Sources
Expenditures/Other Financing Uses
Ending Balance(s) Increase/(Decrease)

	Budget Adjustment Increase/(Decrease)
\$	-
\$	-
\$	-

Budget Revisions

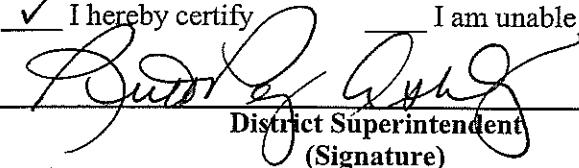
If the district does not adopt and submit within 45 days all of the revisions to its budget needed in the current year to meet the costs of the agreement at the time of the approval of the proposed collective bargaining agreement, the county superintendent of schools is required to issue a qualified or negative certification for the district on its next interim report.

Assumptions

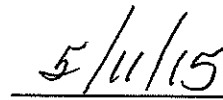
See attached page for a list of the assumptions upon which this certification is based.

Certifications

I hereby certify I am unable to certify



District Superintendent
(Signature)




Date

I hereby certify I am unable to certify



Chief Business Official
(Signature)



Date

Special Note: The Los Angeles County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.

**Tentative Agreement
between
Long Beach Unified School District
and
California School Employees Association
and its Long Beach Chapter #2 Unit A
April 28, 2015**

The Long Beach Unified School District (District) and the California School Employees Association and its Long Beach Chapter #2 Unit A (CSEA) have completed negotiations for the 2014-2015 school year and agree to maintain the provisions of the current classified bargaining agreements for 2014-2015 except as follows:

Article III: Association Rights

Association release time: Implement attached TA

Article V: Compensation

- A. Salary: 5% increase to Unit A classified salary schedules retroactive to July 1, 2014, including career increments.
- B. Health and Welfare Benefits: Implement attached TA

Committees: Implement the attached MOU on Classified Employee Seniority Committee and Pay Cycle Committee.

Article VIII: Leaves of Absence

- C. Cumulative Sick Leave Use Subject to Proof. All employees are to report absences to their work site **in accordance with Section Y of this article**. ~~prior to the beginning of their regularly scheduled workday. When any illness leave is used by an employee, the employee must complete a "Certificate of Absence" form. The form is to be completed and signed by the employee upon return from illness leave and submitted to the appropriate manager/supervisor for signature. Upon request, the employee shall receive a copy of the completed "Certificate of Absence" form.~~

The District may require evidence of facts relevant to any illness leave for which there exists the suspicion of possible abuse of such leave. Where suspicion exists, the employee shall be notified of said requirement prior to utilization of leave.

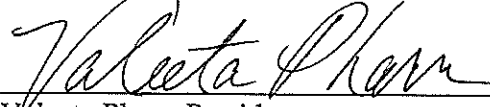
- Y. **Reporting of Absences/ Reports Required.** For the use of sick (**including statutory**), **personal necessity and bereavement** ~~or statutory~~ leaves, all employees shall notify their immediate manager or the manager's designee of their intended absence prior to the beginning of the employee's workday. **In addition, some classifications may have positions the District determines have instructional or operational needs that require the employee to notify up to two additional contacts.** Any classified employee absent for any of the reasons provided in this Agreement shall file with their **immediate manager or the manager's designee** ~~principal, division head, or other designated officer~~ such a **completed and signed "Certificate of Absence" form**. ~~as requested.~~ Upon request, the employee shall receive a copy of the completed and signed "Certificate of Absence" form.

ARTICLE VIII – LEAVES OF ABSENCE (continued)

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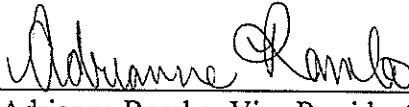
This tentative agreement is subject to ratification through the CSEA 610 policy and approval by the Board of Education.

FOR THE CSEA:



Valeeta Pharr, President
CSEA, Long Beach Chapter #2

4/28/2015
Date



Adrienne Rambo, Vice President – Unit A
CSEA, Long Beach Chapter #2

4.28.15
Date

FOR THE DISTRICT:



Brian Moskovitz, Director
Long Beach Unified School District

4/28/15
Date

**Tentative Agreement
between
Long Beach Unified School District
and
California School Employees Association
and its Long Beach Chapter #2 Unit B
April 28, 2015**

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The Long Beach Unified School District proposes to maintain the provision of the current classified bargaining agreements for 2014-2015 except as follows:

Article III: Association Rights

Association release time: Implement attached TA

Article V: Compensation

- A. Salary: 5% increase to Unit B classified salary schedules retroactive to July 1, 2014, including career increments.
- B. Health and Welfare Benefits: Implement attached TA

Committees: Implement the attached MOU on Classified Employee Seniority Committee and Pay Cycle Committee.

Article VI: Days and Hours of Employment

- R. **Bus Driver Workday.** The regularly assigned, full-time All-bus drivers employed by the District on April 28, 2015 shall work an eight (8) hour work day, five (5) days per week. This provision shall not apply to any other current or future employees. The eight (8) hour work day shall be assigned within a period of eleven (11) consecutive hours with a maximum of three (3) hour split in the assignment effective July 1, 2011.

Article VIII: Leaves of Absence

- C. Cumulative Sick Leave Use Subject to Proof. All employees are to report absences to their work site **in accordance with Section Y of this article.** ~~prior to the beginning of their regularly scheduled workday. When any illness leave is used by an employee, the employee must complete a "Certificate of Absence" form. The form is to be completed and signed by the employee upon return from illness leave and submitted to the appropriate manager/supervisor for signature. Upon request, the employee shall receive a copy of the completed "Certificate of Absence" form.~~

The District may require evidence of facts relevant to any illness leave for which there exists the suspicion of possible abuse of such leave. Where suspicion exists, the employee shall be notified of said requirement prior to utilization of leave.

- Y. **Reporting of Absences/ Reports Required.** For the use of sick (including statutory), personal necessity and bereavement ~~or statutory~~ leaves, all employees shall notify their immediate manager or the manager's designee of their intended absence prior to the beginning of the employee's workday. Any classified employee absent for any of the reasons provided in this Agreement shall file with their

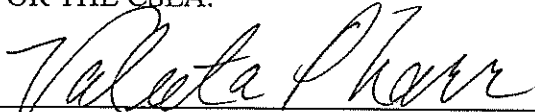
ARTICLE VIII – LEAVES OF ABSENCE (continued)

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immediate manager or the manager's designee principal, division head, or other designated officer such a completed and signed "Certificate of Absence" form. as requested. Upon request, the employee shall receive a copy of the completed and signed "Certificate of Absence" form.


This tentative agreement is subject to ratification through the CSEA 610 policy and approval by the Board of Education.

FOR THE CSEA:



Valeeta Pharr, President
CSEA, Long Beach Chapter #2

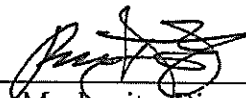
4/28/2015
Date



Dan Ewaskey, Vice President – Unit B
CSEA, Long Beach Chapter #2

4-28-15
Date

FOR THE DISTRICT:



Brian Moskovitz, Director
Long Beach Unified School District

4/28/15
Date

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**Tentative Agreement Between
The Long Beach Unified School District and
The California School Employees Association
And its Long Beach Chapter #2 Units A & B**

February 18, 2015

ARTICLE III: ASSOCIATION RIGHTS

A. The CSEA shall not communicate with employees in person or by phone during the employees' working hours. Any exceptions must be authorized in advance by the Director of Employee Relations Services. During normal hours of operation, upon twenty-four (24) hour advance request and approval of the department head/site administrator, the District agrees to grant to the CSEA access to designated locations for the transaction of Association business with employees on non-duty time. Upon arriving at a work site the CSEA representative will first report to the department head/site administrator to arrange details of the visit. It is agreed that for purposes of this Section, "non-duty times" are before and after the scheduled workday, during the scheduled lunch and break periods of each employee.

If the District advises the CSEA Executive Board of an alleged violation of the provisions of this Section, the Executive Board agrees to investigate and take action it deems to be appropriate.

B. The District agrees to provide the CSEA the use without charge of not more than one-fourth (1/4) of the total area of at least one (1) designated employee Association bulletin board at each facility. Such bulletin board will be identified by the immediate supervisor of the facility and labeled "CSEA Business."

C. The District authorizes the CSEA to use District facilities and buildings only with the approval of the principal/site administrator or designee and, when applicable, submission and approval of the proper Civic Center Act form. The CSEA agrees to leave facilities and buildings in a clean and orderly condition.

D. The District agrees that upon advance request the immediate manager/supervisor of the building or facility may grant CSEA the occasional use of District office equipment, dependent upon the following conditions:

1. Use of equipment occurs outside the duty hours of the employee who must also be qualified to use the equipment;
2. Use does not interrupt or interfere with the normal student educational program or work production of the District;

ARTICLE III – ASSOCIATION RIGHTS (continued)

- 1 3. CSEA shall pay within thirty (30) days after receipt all bills for the costs of
2 materials and supplies, and repair or replacement of damaged equipment at
3 its depreciated value;
4
5 4. CSEA request shall be made through job representatives or officers;
6
7 5. The District reserves the right to withdraw this provision after five (5) days
8 written notice to CSEA for violations of the above or misuse by CSEA
9 authorized personnel.

10
11 E. Annually, in December, the District agrees to provide CSEA a complete list of
12 names, classifications, and work locations for all bargaining unit employees, and
13 addresses and telephone numbers of bargaining unit employees who have released
14 this information for publication in the District directory. In addition, bimonthly,
15 the District agrees to provide updates of this information.

16
17 This information will be put in electronic format upon request and provided the
18 technology is available.

19
20 F. All requests by CSEA for necessary and relevant information shall be made to
21 Employee Relations Services. CSEA may inspect at a reasonable time any specific
22 non-confidential lawful document in the possession of the District. CSEA agrees to
23 reimburse the District for the reasonable costs of reproducing any such document
24 the Association wishes to purchase. CSEA agrees to provide the District at cost
25 with copies of Association reports necessary for the District to discharge its
26 responsibilities under this Agreement. The parties also agree to place grievances
27 that are dependent on said information in abeyance until the information is
28 provided to the requesting party.

29
30 G. **RELEASE TIME FOR ASSOCIATION REPRESENTATIVES**

31
32 1. **Meet-and-Negotiate.** The District agrees to authorize release time for no
33 more than eight (8) CSEA representatives per Unit to participate in meet-
34 and-negotiate sessions with the District, but not more than one (1)
35 representative from any given site, shop, or office, excluding the Chapter
36 President and Vice President from each Unit. Release time for these
37 meetings will not be charged to Association leave. In addition, the District
38 agrees to authorize release time for a reasonable number of designated
39 CSEA representatives to present grievances in the steps outlined in this
40 Agreement.

41
42 2. **Job Stewards.** CSEA agrees to provide the District with an up-to-date list
43 of authorized representatives by job classification and work location and to
44 advise Employee Relations Services in writing of any changes.
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ARTICLE III – ASSOCIATION RIGHTS (continued)

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- The CSEA representatives shall notify Employee Relations Services at least twenty-four (24) hours prior to the use of authorized release time. Notification must be made to an actual person in Employee Relations Services rather than voice mail to assure that proper lead time may be given to the affected school or office.
3. **Personnel Commission.** The District agrees to release a maximum of three (3) CSEA Chapter representatives to meet with the Personnel Commission Administrator prior to each Personnel Commission meeting as needed. The District agrees to release one (1) CSEA representative per Unit to attend Personnel Commission meetings. A Personnel Commission meeting agenda will be provided to CSEA prior to each meeting. All release time for activities enumerated in this paragraph will be charged to Association Leave.
 4. **Board Meetings / District Management.** The District agrees to release one (1) CSEA Chapter representative per Unit, as needed, to attend Board meetings and three (3) to five (5) representatives to attend meetings with District management as needed. All release time for activities enumerated in this paragraph will be charged to Association Leave.
 5. **Association Leave.** Upon proper application and approval, the District will grant to the combined bargaining units (A and B) a total of one hundred-thirty (130) days Association Leave per fiscal year for unit members to conduct or to participate in CSEA business. The CSEA president or designee shall submit in writing the names of unit members who are authorized to use the days to Employee Relations Services. Approval for such Association Leave must be secured at least two (2) working days prior to the anticipated absence. Following the District's payment of the employee for the Association Leave, the District shall be reimbursed by the CSEA for the cost of the substitute (if the services of a substitute were utilized) as well as the District's contribution to the employee's retirement fund. Such reimbursement shall be made within ten (10) days following CSEA's receipt of the District's certification of payment of compensation to the employee.
 6. **CSEA Chapter President Leave.** The District agrees to provide the CSEA Chapter President (or his/her designee) up to a total of one thousand forty (1,040) hours of release time per fiscal year to perform the collective business of the District and the Association.
 7. The District agrees to authorize release time to the officers and **unelected classified bargaining unit members** of the CSEA as provided for in Education Code, Section 45210. The District shall be reimbursed by the Association for such leave.

ARTICLE III – ASSOCIATION RIGHTS (continued)

- 1 The CSEA shall notify Employee Relations Services at least twenty-four (24)
2 hours prior to the use of release time. If less than twenty-four (24) hours, the
3 Association shall notify Employee Relations Services via email, FAX or
4 telephone of the anticipated need. The parties may mutually agree to waive
5 the twenty-four (24) hour timeline.
6
- 7 8. In January, April, July, and October of each year, Employee Relations
8 Services (ERS) will provide a quarterly summary of usage of Association
9 Leave, Job Stewards, and CSEA State Leave as provided for in Education
10 Code, Section 45210, to the Chapter President. The summary will include
11 name, date, hours, and the type of leave.
12
- 13 H. As soon as practical after ratification of this Agreement, the District shall arrange for
14 the printing of copies of this Agreement for distribution to current and future
15 bargaining unit employees. Agreements will be available on the Employee
16 Relations' web page.
17
- 18 I. The District agrees to provide CSEA with a copy of bulletins or memoranda
19 specifically designed to interpret implementation of the collective bargaining
20 Agreement prior to general distribution.
21
- 22 J. STAFF DEVELOPMENT. The District and the CSEA agree that continuing
23 training and staff development for classified employees are very important. They
24 further agree that continuing study and discussion need to occur relative to
25 continued expansion of staff development activities for classified employees. The
26 District is committed to providing classified staff with continuing training
27 opportunities to assist them in performing their current jobs and to prepare them for
28 promotional opportunities. The CSEA is encouraged to submit to the District in-
29 service topics/ideas which would be of value to classified employees for staff
30 development training. This provision applies to staff development and training
31 provided by the Personnel Commission
32
- 33
- 34 1. Employees will be encouraged to participate in the programs that are
35 offered by the Personnel Commission.
36
- 37 2. All work locations/sites shall post make available to all classified
38 employees publications and/or communications from Personnel
39 Commission regarding staff development opportunities.
40
- 41 3. Employees are encouraged to create a plan with their supervisor
42 to meet the employees' professional development needs.
43
- 44 4. Bargaining unit employees will be provided with the opportunity
45 to attend staff development training and will be released during
46 work hours to attend training.

ARTICLE III – ASSOCIATION RIGHTS (continued)

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- 5. Employees recognize that schools and offices must be able to maintain coverage and services.
- 6. Employees may opt to attend training off work hours, on their own time without compensation.
- 7. A record of equitable distribution of training and staff development will be maintained at each work location.
- 8. Updates regarding program participation will be provided to CSEA upon request.
- 9. The District will contribute a minimum of \$15,000 per year To the Personnel Commission, to be shared by both CSEA Unit A And Unit B, to maximize staff development opportunities for classified Personnel as funding permits. The District may increase funding through grants and other revenue sources.

K. The CSEA will have the right to appoint a bargaining unit member to any District-level advisory committee that is relevant to classified employees. The District shall provide the names of those District-level committees to the CSEA Chapter President and appointments to these committees will be determined by the president with the advice and approval of the Executive Board.

L. District/Employee Relations Services (ERS) has requested CSEA representation on the following District level committees: Health Benefits Committee, Strategic Planning Committee, and Budget Committee.

The CSEA will have the right to appoint no more than five (5) CSEA members to the above named committees, representing both Unit A and Unit B. Appointments to these committees shall be made by the Chapter President with the advice and approval of the Executive Board. Release time for these meetings will not be charged to Association Leave.

M. In January, April, July, and October of each year the District shall provide CSEA with:

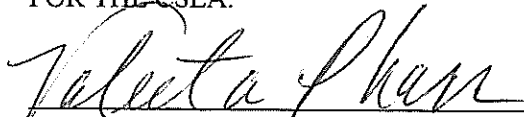
- 1. A list of all current limited term employees, their hire dates, classifications, reasons for their assignments, and their scheduled release dates.
- 2. A list of all current substitutes.
- 3. The most recent work sites to which employees have been assigned.

Limited Term Employees (LTEs) may be used only in those circumstances prescribed in Education Code, Sections 35021, 45286, and 45349.

ARTICLE III – ASSOCIATION RIGHTS (continued)

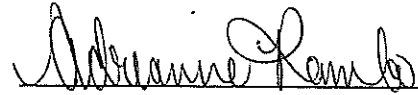
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FOR THE CSEA:



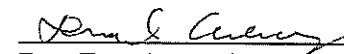
Valeeta Pharr, President
CSEA, Long Beach Chapter #2

02/18/2015
Date



Adrienne Rambo, Vice President – Unit A
CSEA, Long Beach Chapter #2

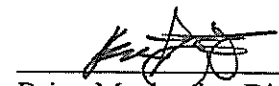
2-18-15
Date



Dan Ewaskey, Vice President – Unit B
CSEA, Long Beach Chapter #2

2-18-15
Date

FOR THE DISTRICT:



Brian Moskovitz, Director
Long Beach Unified School District

2/18/15
Date

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**Tentative Agreement Between
The Long Beach Unified School District and
The California School Employees Association
And its Long Beach Chapter #2 Units A & B**

February 18, 2015

ARTICLE V - COMPENSATION

B. HEALTH AND WELFARE BENEFITS.

1. **Employee Eligibility.** All probationary and permanent employees working fifty percent (50%) or more of a full time assignment (eighty [80] hours or more during a quadriweekly period) are eligible for health, dental, vision, and life insurance benefits. All other employees shall be eligible to purchase benefits by individually paying premium expenses through the Risk Management Branch at rates established by the District carrier.
 - a. All coverage is effective the first day of paid service or the first paid day upon return from an unpaid leave of absence.
 - b. Any employee in unpaid leave status for a period in excess of thirty (30) calendar days may continue health and welfare benefit coverage as provided in this Article by personally paying the premiums. The percentage of the annual premiums to be paid shall be the same as the percentage of the contract year during which the employee is in unpaid leave status. (For example, a two hundred four [204] day employee on unpaid leave for one [1] semester, i.e., one hundred two [102] days, is responsible for fifty percent [50%] of the annual benefit premiums).
 - c. Employees may choose coverage for themselves and their eligible dependents or same-gender domestic partners for whom a Declaration of Domestic Partnership is currently on file in the office of the Secretary of State for the State of California. A choice shall be made from any one of the approved plans described below during the enrollment period announced by the Risk Management Branch.
2. **Health Insurance.** The 2013 District annual maximum contribution toward individual unit member insurance premiums for District medical plans for eligible employees to include employee only, employee plus one and family coverage shall be based on the 2013 District PPO rates. The

ARTICLE V – COMPENSATION (continued)

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District dental and vision insurance shall not be subject to the District's annual maximum contribution.

Beginning the 2014 insurance year (January 1, 2014) and each year thereafter, the District shall increase the prior year's District annual maximum contribution toward individual unit member insurance premiums for District medical plans for eligible employees to include employee, employee plus one and family coverage by 3.5%. In the event the elected coverage in a District insurance program exceeds the above stated District maximum annual contribution, the cost difference shall be paid by the unit member through payroll deduction. The Health Benefits committee shall actively work to limit increases greater than 3.5%, through plan design modifications, vendor selection, wellness programs, and member education. In the event that the combination of the annual PPO rate increase and/or cost containment results in premiums below the District maximum annual contribution described above, that difference will mitigate future rate increases.

Effective January 1, 2016, change the health and welfare plan year from the current calendar year (January 1 to December 31) to match the District's fiscal year (July 1 to June 30). The change shall be managed in the following manner:

- a. **January 1, 2016 through June 30, 2016 will be a "short" plan year (6 months).**
- b. **Effective July 1, 2016 the new plan year shall be based on the fiscal year (12 months).**
 - i. **Open enrollment shall take place in May of each year with all plan changes being effective on July 1.**
- c. **Flexible Spending Accounts will remain on the calendar year and will continue to have their open enrollment in November.**
- d. **In the initial transition year, the deductibles and out-of-pocket maximums that have accrued during the "short" plan year shall carry over for the first plan year based on the fiscal calendar. The accrued deductible and out-of-pocket maximum then shall reset back to zero on July 1, 2017.**
- e. **The District Annual Maximum (DAM) shall be converted to the fiscal year by taking the arithmetic average of the DAM for 2016 and 2017 calendar years.**

Example:

$$2016-2017 \text{ DAM} = [(2016 \text{ DAM}) + (2017 \text{ DAM})]/2$$

Effective July 1, 2017 the DAM will increase each July 1 by 3.5%.

The lowest cost District HMO medical plan offered unit members in any given insurance year shall not be subject to the District annual maximum contribution described in Section A,1 above. In the event that the District

ARTICLE V – COMPENSATION (continued)

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anticipates that the premiums for the lowest cost District medical HMO plan may exceed the District annual maximum contribution as described in Section A,1 above in the succeeding year, negotiations will automatically be initiated to address the excess cost during the next round of negotiations.

All eligible unit members retiring from the District after August 31, 2013 shall receive the same District annual maximum contribution for District medical plans provided to active unit members. Eligible unit members who retire on or before August 31, 2013 shall not be subject to the District's annual maximum contribution as described above.

The District shall apply any health benefit cost containment changes, including plan design changes, implemented for active employees to retirees.

a. **Kaiser Foundation Health Plan.** Unlimited lifetime maximum. Continuation of existing plan without modification of benefits, except as noted.

- (1) Physician Visit: \$5 co-ay, effective 3/1/2013
- (2) Emergency Room: \$100 co-pay, effective 3/1/2013. The fee is waived if the person is admitted to the hospital.
- (3) Chiropractic Care (up to thirty [30] visits per year): \$5 co-pay
- (4) Out-patient Mental Health: (twenty [20] visits per year): \$5 co-pay

Prescription Plan: Retail co-pay \$5 per 100 day prescription.

b. **HMO Health Plan.** Unlimited lifetime maximum. \$250/Individual, \$500/Family per year out-of-pocket limit.

- (1) Physician Visit: \$5 co-pay
- (2) Emergency Room: \$100 co-pay, effective 3/1/2013. The fee is waived if the person is admitted to the hospital.
- (3) Chiropractic Care (up to thirty [30] days per year): \$5 co-pay
- (4) Out-patient Mental Health: (fifty [50] visits per year): \$5 co-pay

Prescription Plan. Retail co-pay per thirty (30) day prescription: \$5 generic; \$10 name brand; \$35 non-formulary. Mail order co-pay for a ninety (90) day prescription; \$5 generic; \$10 name brand; \$35 non-formulary.

c. **PPO Health Plan.**
Brief description of coverage: Comprehensive Major Medical.

ARTICLE V – COMPENSATION (continued)

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- (1) Preferred Provider - **Through December 31, 2015**, \$200/\$400 deductible; 20% co-insurance; \$500 individual/\$1,000 family per year out-of-pocket limit (in addition to deductible); **Effective January 1, 2016**, \$300/\$600 deductible; 20% co-insurance; **\$1,000 individual/\$2,000 family per year out-of-pocket limit (in addition to deductible).**
- (2) Out-of-Network Provider - **Through December 31, 2015**, \$400/\$800 deductible; 40% co-insurance; \$3,000 individual/\$6,000 family per year out-of-pocket limit (in addition to deductible); **Effective January 1, 2016**, \$500/\$1,000 deductible; 40% co-insurance; **\$5,000 individual/\$10,000 family per year out-of-pocket limit (in addition to deductible).**

Prescription Plan. The PPO plan will include a comprehensive prescription program with the following co-pay structure:

Retail Pharmacy (30 Day Supply): \$0 co-pay for generic; \$20 co-pay for formulary; and \$50 co-pay for non-formulary.

Mail Order Pharmacy (90 Day Supply): \$0 co-pay for generic; \$20 co-pay for Brand formulary; and \$50 co-pay for non-formulary.

- d. **Hearing Aids.** Any active employee who is insured under any one of the District sponsored medical plans may request reimbursement for the costs of hearing aids. The maximum amount of reimbursement shall not exceed one thousand dollars (\$1,000) within any three (3) year period. The cost of hardware, fitting tests, and other tests related to the hearing aids purchased shall be included for reimbursement purposes.

- 3. **Dental Insurance.** The District agrees to provide eligible employees with District payment of premium costs. Employees may choose between approved plans described below:

- a. **Delta Dental Plan of California, Premier + PPO Plan.** This is a continuation of the present plan and the District shall continue to pay premium costs under this plan for the employee only. The employee may choose to pay premium costs for eligible dependents. Maximum amount paid by plan per person per calendar year is two thousand dollars (\$2,000) for premier & out of network dentists and Two Thousand Two Hundred dollars (\$2,200) for PPO dentists .

- b. **Delta Care of California (PMI) Dental Health Plan.** This is a continuation of the present plan. Premiums for both the employee

ARTICLE V – COMPENSATION (continued)

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and his/her eligible dependents are provided by the District for this plan.

4. **Life Insurance.** Employees whose regular annual salary exceed fifteen thousand dollars (\$15,000) shall be insured for the amount of the annual salary but not to exceed fifty thousand dollars (\$50,000); employees whose regular annual salary is fifteen thousand dollars (\$15,000) or less shall be insured for fifteen thousand dollars (\$15,000). The amount of the coverage shall be based upon the salary rate on the last day of actual service to the District by the employee.

4. **Vision Care Insurance.** The District agrees to provide vision care insurance for eligible employees. The Medical Eye Service plan provides one (1) comprehensive exam every twelve (12) consecutive months; two (2) pairs of lenses in any twenty-four (24) consecutive months. Employee is responsible for paying a ten dollar (\$10) deductible per calendar year. Prior enrollment in the plan is required.

The District pays all premium costs.

5. **125 Plan.** The District will provide employees the opportunity to participate in a 125 Plan at no administrative cost to the employee.

6. **Tax-Sheltered Annuities.** Employees may participate in the Board approved tax-sheltered annuity plan of their choice through voluntary payroll deduction. The District will consider any plan brought forward by CSEA for approval. The District shall not be required to be the holder for any group annuity plan.

9. **Cost Containment.** The Association agrees to participation in a District cost reduction committee to meet on an as needed basis to address the extensive current and projected increases in health care costs. Recommendations shall be submitted for consideration by the respective collective bargaining teams.

10. **Duration of Benefits.** Health insurance coverage shall be extended to the end of the calendar month for the employee who terminates employment. If an employee has served five (5) consecutive years prior to retirement, the District shall pay for coverage for one (1) additional month. Employees who terminate employment with the District may extend specified health benefits at employee expense as provided in the Consolidated Omnibus Budget Reconciliation Act (COBRA). Information should be requested from the Risk Management Branch.

11. **Benefits of Retiring Employees.** Effective upon ratification of this Agreement, employees with fifteen (15) or more years of service in the

ARTICLE V – COMPENSATION (continued)

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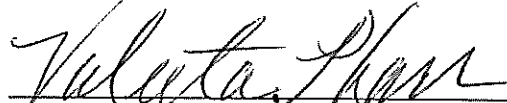
Long Beach Unified School District when they retire at age fifty-five (55) or older shall be eligible to have District payment of insurance premiums for health and hospital insurance for themselves and their dependents. This premium payment will end when the retiree reaches age sixty-five (65). Medicare coverage will be primary for those employees who are eligible; the District’s plan will provide secondary or umbrella coverage over Medicare payments.

All retirees and their dependents eligible for Medicare Part A must be registered in the Medicare system in order to qualify for District-paid benefits. All retirees and their dependents must enroll in Medicare Part B. All retirees and their dependents must assign those Medicare Part A (if eligible) and Medicare Part B benefits to the District medical plan carrier they are using in order to qualify for District-paid benefits. This language does not change the years of service and age requirements for Unit members receiving District-paid health benefits upon retirement. Additional information is available from the Risk Management Branch.

Employees who retire from the District may remain in a District health and/or dental plan by paying personally the insurance premiums. There is no limit on age.

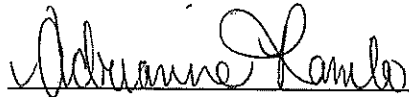
~~12. **Maintenance of Benefits.** For the life of this Agreement, the District agrees to pay an increase in premiums for specified benefits.~~

FOR THE CSEA:



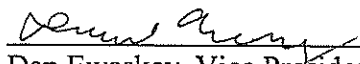
Valeeta Pharr, President
CSEA, Long Beach Chapter #2

02/18/2015
Date



Adrienne Rambo, Vice President – Unit A
CSEA, Long Beach Chapter #2

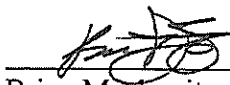
2-18-15
Date



Dan Ewaskey, Vice President – Unit B
CSEA, Long Beach Chapter #2

2-18-15
Date

FOR THE DISTRICT:



Brian Moskovitz, Director
Long Beach Unified School District

2/18/15
Date


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**Long Beach Unified School District and
California School Employees Association
And its Long Beach Chapter #2 Units A & B
Memorandum of Understanding
March 4, 2015**

The Long Beach Unified School District (District) and the California School Employees Association (CSEA) enter into this Memorandum of Understanding and agree as follows:

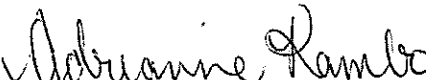
1. Classified Employee Seniority Committee – establish a committee composed of four (4) representatives selected by each party. The committee will be charged with reviewing the issues pertaining to changing from seniority based on hours in paid status to seniority based on hire date. The committee will convene no later than April 10, 2015, and meet at mutually agreeable times. Feedback from the committee shall be provided to the District and CSEA negotiation teams for consideration by December 31, 2015.
2. Pay Cycle Committee - establish a committee composed of four (4) representatives selected by each party. The committee will be charged with reviewing the issues pertaining to changing from pay on a quadriweekly cycle to pay on a monthly cycle. The committee will convene no later than April 10, 2015, and meet at mutually agreeable times. Feedback from the committee shall be provided to the District and CSEA negotiation teams for consideration by December 31, 2015.

FOR THE CSEA:




Valceta Pharr, President
CSEA, Long Beach Chapter #2

03/04/15
Date



Adrienne Rambo, Vice President – Unit A
CSEA, Long Beach Chapter #2

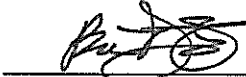
3.4.15
Date



Dan Ewaskey, Vice President – Unit B
CSEA, Long Beach Chapter #2

3-4-15
Date

FOR THE DISTRICT:



Brian Moskovitz, Director
Long Beach Unified School District

3/4/15
Date