

Tentative Agreement
California School Employees Association and its Long Beach 2 Unit B
And the
Long Beach Unified School District
March 1, 2024

ARTICLE V: COMPENSATION

A. PAY AND ALLOWANCES.

16. Catalina Island Employees. In each year, Catalina Island employees shall receive a travel expense allowance. For ~~2021-2022~~ **2023-24**, the allowance is ~~\$1,290.28~~ **\$1,341.89**, plus any negotiated percentage increase. Each year thereafter, the allowance will be adjusted by the same percentage as the salaries of Unit members. Employees who work and reside on Catalina Island shall receive a Branch Assignment Premium as provided in the salary schedule (CCR 571 (a)).

Employees working less than full time and/or those working only a portion of the year shall receive a share of the travel expense allowance proportionate to the time worked.

Appendix B

Salaries and Allowances

4% increase to bargaining unit salary schedules, stipends, and rates of pay retroactive to **July 1, 2023**. An additional one time **4%** off-schedule payment for **2023-2024 to July 1, 2023**.

Career Increments

Effective July 1, 2023, for bargaining unit members in Unit B - Construction/Repair and Transportation career increments shall be:

After Completion of

14 years	\$1,699.32 \$1,767.29
19 years	\$3,398.63 \$3,534.57
24 years	\$6,117.54 \$6,362.24
29 years	\$9,516.18 \$9,896.83

The total of all career increments shall be ~~\$1,699.32~~ **\$1,767.29** after fourteen (14) years; ~~\$3,398.63~~ **\$3,534.57** after nineteen (19) years; ~~\$6,117.54~~ **\$6,362.24** after twenty-four (24) years; and ~~\$9,516.18~~ **\$9,896.83** after twenty-nine (29) years.

B. **HEALTH AND WELFARE BENEFITS.**

2. **Health Insurance.**

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:

- c. Flexible Spending Accounts **plan year will match the District's fiscal year (July 1 to June 30) with open enrollment taking place in May of each year and all plan changes taking effect on July 1.** ~~remain on the calendar year and will continue to have their open enrollment in November.~~

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, PPO Plus Premier** ~~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. **DeltaCare USA** ~~Delta Care of California (PMI) Dental Health Plan.~~ This is a continuation of the present plan. Premiums for both the employee and his/her eligible dependents are provided by the District for this plan.

5. **Vision Care Insurance.** The District agrees to provide vision care insurance for eligible employees. The **EyeMed Medical Eye Service** ~~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.

ARTICLE VIII: LEAVES OF ABSENCE

R. **BEREAVEMENT LEAVE OF ABSENCE.** Employees of the District shall be granted necessary leave of absence because of the death of any member of his/her immediate family. Not more than five (5) days shall be granted.

Bereavement leave is non-cumulative and should generally be taken sequentially and immediately following the death of a member of the immediate family **or reproductive loss as permitted by law.** If special circumstances exist where the employee cannot take the leave sequentially and immediately, the employee must notify his/her supervisor immediately following the death of a member of his/her immediate family. The leave must be taken within a reasonable period not to exceed six months.

No deduction shall be made from the salary of such employee nor shall such leave be deducted from leave granted by other Sections of this Agreement or provided by the governing board. Member of the immediate family, as used in this Section, means **parent, step-parent, mother, father, grandparent** ~~grandmother, grandfather~~, child or grandchild of the employee or of the spouse of the employee, and the spouse, **child in-law** ~~son-in-law, daughter-in-law~~, **sibling, brother, sister, sibling in-law**, ~~brother-in-law, or sister-in-law~~ of the employee, or any person having a principal place of residence in the immediate household of the employee, including registered domestic partners and their immediate family.

Appendix J

Transportation Branch and Heavy Truck Drivers Yard Procedures

III. Overtime Procedures for Transportation and Heavy Truck Drivers

A. Intent

The intent of this overtime provision is to offer overtime work equally in an attempt to fairly distribute overtime work to eligible employees without favoritism and not to establish any pattern of distribution of the more desirable special trips. Any overtime available in a classification in the Transportation Branch and **Heavy Truck Drivers** shall be offered as equally as is possible among qualified employees in that classification, ordered by seniority, in order to distribute and rotate overtime as equally as practical among eligible employees who make themselves available for overtime work. **Heavy Truck Drivers, authorized to perform overtime hours, will not be pulled from their assigned route.**

C. Overtime Lists

1. Classification

Overtime lists, ordered by seniority, shall be made for all classifications in transportation and **Heavy Truck Drivers** that are in the bargaining unit, listing all employees choosing to work overtime in those respective classifications. Overtime lists for all classifications will run continuously. Vacation time lists shall be kept separately, by classification, for those who choose to work as outlined in Section VI. School year overtime lists will be held dormant during vacation periods.