

## Tentative Agreement — February 16, 2022

This tentative agreement resolves negotiations between the LBTA and the District for 2021-2022.

### Article V – Working Hours

#### Modify Article V as follows:

A **secondary (7-12)** group of certificated site personnel, with support from the site principal, may propose a plan for a schedule different than the six period day. **The intent for such schedule changes would be to implement student intervention and/or support programs and not to simply create a seven period work day.** The plan must include at a minimum the following:

- a. A timeline for implementation of the change.
- b. Educational goals expected to be accomplished by the change.
- c. A comprehensive evaluation plan to assess the effectiveness of the change, and to determine if the schedule change continues or not. **Evaluation shall be completed by April of the plan's initial school year and annually thereafter. Poor evaluation results as determined by the parties shall trigger a new vote on an improved plan and/or reversion to the original schedule.**
- d. The equivalent length of the professional day and the availability of equivalent preparation time of the unit members, even though it may be configured differently, at the site where the change has occurred will be guaranteed.

**Written notification of the plan** for an alternative schedule shall be provided to the LBTA Executive Board for review, **prior to any vote**, in order to allow a reasonable opportunity to identify and bargain the effects that are within the scope of bargaining pursuant to the EERA.

The alternative schedule shall be voted on to determine whether that plan should be implemented at the site. A majority of over **sixty-eight percent (68%)** of the teachers at the site must vote in favor of the alternative schedule in order to implement the change. LBTA and the District shall jointly conduct the election using LBTA's established election procedures. A LBTA representative, the site principal, and any other LBTA officers which LBTA requests to be present shall be permitted to observe the vote count. Any plan for an alternative schedule is subject to final approval by the Governing Board.

**Remainder of Article V to stay status quo.**

**Article VI - Salary**

**Modify Article VI as follows:**

Effective July 1, 2021 the base certificated salary schedule shall be increased by 4.0%. **Retroactive payment shall be provided by April 30, 2022 or as soon as practicable following ratification of this agreement.**

**Effective July 1, 2021, Exhibit C stipends shall increase by 4.0%.**

One-time off schedule payment of \$2,500 for 2021-2022 for members employed at the time the parties ratify the agreement. **This payment shall be provided by May 30, 2022 or as soon as practicable following ratification of this agreement.**

**Remainder of Article VI to stay status quo.**

**Article VIII – Health, Welfare and Retirement/Longevity Bonus**

**Status quo with the Parties’ commitment to negotiate on the Health and Welfare benefits floating cap in 2022-2023 negotiations.**

**All other terms and conditions in the parties’ agreement not otherwise modified by this tentative agreement shall remain in full force and effect.**

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Jennifer Wilkin, President  
LBTA

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Dr. Mark Marshall, Ed. D  
LBUSD

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Date

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Date