

Tentative Agreement
Between the
Laguna Beach Unified School District (LBUSD)
And the
California School Employees Association
and its Laguna Beach Chapter 131 (CSEA)
May 2025

Article 7. SAFETY

- 7.12 Per Ed Code 32282, the District and CSEA agree to meet and negotiate the impacts and effects of the transition to virtual learning if required due to an emergency pursuant to Section 41422 or subdivision (a) of Section 46392.

Article 12. PAY AND ALLOWANCES

12.8 Salary Schedule Adjustments

12.8.1 The District will increase the Association Salary Schedule **by 2.75%** ~~five (5)~~ percent for the ~~2025 4-2026 5~~ school year. During the term of the agreement, should any recognized Laguna Beach Unified School District bargaining unit reach a signed agreement that results in a higher total compensation than provided to the members of the Association Chapter #131 unit members, the District agrees to adjust the total compensation provided to Association unit members to an equivalent amount.

12.10.2 General Conditions:

- One (1) point equals fifteen (15) hours, which equates to \$212.40 as of the ~~2025 4-26 5~~ school year.
- Point value will increase with any yearly negotiated salary increase.
- All applications must be pre-approved by the unit member's supervisor and submitted to Human Resources for final approval.
- Points must be earned between July 1 through June 30 of the current year and will be paid in the following school year.
- The deadline to submit completed applications with corresponding evidence is July 30.

Initial
MC Initial
DS PJH
District
CSEA #131
CSEA #131 TE

Article 16. VACATIONS

We value the health and well-being of all unit members, and the vacation benefit is intended to support the positive health of staff. The term "vacation" is defined as a period of time away from work, usually used for rest, recreation, or travel. There are multiple physical and psychological health benefits of taking a vacation, and research shows that those who take vacations have lower stress, less risk of heart disease, a better outlook on life, and more motivation to achieve goals.

- 16.1 Full-time classified unit members assigned on a twelve (12) month basis are entitled to eight (8) hours of vacation or one (1) day with pay for each month of service.

Unit members shall accumulate and be credited with vacation according to the following schedule:

	<u>10 Month Work Year</u>	<u>10.5 Month Work Year</u>	<u>10.75 Month Work Year</u>	<u>11 Month Work Year</u>	<u>12 Month Work Year</u>
<u>0-4 Years</u>	11 10 days	11.5 0.5 days	11.75 0.75 days	12 11 days	13 12 days
<u>5-9 Years</u>	13.5 12.5 days	14.13 13.13 days	14.44 13.44 days	14.75 13.75 days	16 15 days
<u>10-14 Years</u>	16 15 days	16.75 15.75 days	17.13 16.13 days	17.5 16.5 days	19 18 days
<u>15-19 Years</u>	15.8 days	16.59 days	16.99 days	17.38 days	19 days
<u>15-20+ Years</u>	17.7 16.7 days	18.54 17.54 days	18.95 17.95 days	19.37 18.37 days	21 20 days

Article 29. TERM

- 29.1 The duration of the agreement shall be three (3) years from July 1, 2024, through June 30, 2027, with re-openers of Article 12: Pay and Allowances and Article 24: Health Benefits and up to two additional articles for each party in year two (2) and year three (3) of the Agreement.

If the District receives an increase of two (2) percent or more than assumed in the adopted budget* as indicated on the "Total Taxes" percentage change column identified in the P-1 property tax assessment from the Orange County Department of Education in November each year, then both parties agree to meet and negotiate Articles 12 and 24 (Salary and Benefits). The Business Office will provide Association Chapter 131 President a copy of

District
 CSEA #13
 CSEA #13

Initial
 MC
 DS
 Initial
 PJA
 FE

~~the P-1 property tax assessment from the Orange County Department of Education when it is received each year.~~

~~*2024-25 budget assumes five (5) percent growth in total taxes~~

Appendix A – Classification Chart

<https://www.lbusd.org/departments/human-resources/job-description>

will add updated chart

Appendix B – Classified Salary Schedule

Add new in August

Appendix D – Health & Welfare Documents

2025-26 documents will be added when contracts goes to print

Appendix E – Calendar Definitions

(See 2025-2026 work calendars below or access through the canvas link:

<https://www.lbusd.org/resources/canvas>)

All unit members working four (4) or more hours per day will be paid the monthly rate as shown on the salary schedule. Unit members working less than four (4) hours per day will be paid at the hourly rate as shown on the salary schedule.

12 Month:

Unit members work twelve (12) months of the year July 1 through June 30.

Unit members work 242/3 days and receive 19 paid holidays = 259-262 paid days/year

11 Month:

Unit members work eleven (11) months of the year late July/early August through late June.

Unit members work 222 days and receive 18 paid holidays = 240 paid days/year

10.75 Month:

Unit members work ten and three-quarters (10.75) months of the school year from late July/early August through mid to late June, excluding program closed days.

Unit members work 217 days and receive 18 paid holidays = 235 paid days/year

10.5 Month:

Unit members work ten and one-half (10.5) months of the school year early August through mid to late June, excluding program closed days.

Unit members work 212 days and receive 18 paid holidays = 230 paid days/year

10 Month:

Unit members work ten (10) months of the school year from mid-August through mid to late June, excluding program closed days.

Unit members work 200 days and receive 17 paid holidays = 217 paid days/year

10 Month Academic:

Unit members work ten (10) months of the school year from the week before school starts through mid to late June, excluding program closed days.

Unit members work 192 days and receive 17 paid holidays = 209 paid days/year

The number of holidays may vary depending on the structure of a unit member's work calendar (see Article 15.5).

Initial
MC
Initial
DS
PJH
District
CSEA #131
CSEA #131

2025-2026 CL Employee 10 Month Academic																								
July 2025												January 2026												
	1	2	3	4												1	2							
7	8	9	10	11								5	6	7	8	9								
14	15	16	17	18								98	99	100	101	102								
21	22	23	24	25								103	104	105	106	107								
28	29	30	31									109	110	111	112	113								
												113	114	115	116	117								
August 2025												February 2026												
											1	2	3	4	5	6								
4	5	6	7	8								118	119	120	121	122								
11	12	13	14	15								123	124	125	126	127								
18	19	20	21	22								128	129	130	131	132								
25	26	27	28	29								133	134	135	136	137								
5	6	7	8	9																				
September 2025												March 2026												
1	2	3	4	5								2	3	4	5	6								
8	9	10	11	12								137	138	139	140	141								
15	16	17	18	19								142	143	144	145	146								
22	23	24	25	26								147	148	149	150	151								
29	30											152	153	154	155	156								
30	31											30	31											
October 2025												April 2026												
			1	2	3										1	2	3							
6	7	8	9	10								6	7	8	9	10								
13	14	15	16	17								161	162	163	164	165								
20	21	22	23	24								166	167	168	169	170								
27	28	29	30	31								171	172	173	174	175								
50	51	52	53	54								176	177	178	179									
November 2025												May 2026												
3	4	5	6	7																				
10	11	12	13	14								4	5	6	7	8								
17	18	19	20	21								181	182	183	184	185								
24	25	26	27	28								186	187	188	189	190								
												191	192	193	194	195								
												196	197	198	199	200								
December 2025												June 2026												
1	2	3	4	5								1	2	3	4	5								
8	9	10	11	12								201	202	203	204	205								
15	16	17	18	19								206	207	208	209									
22	23	24	25	26								21	22	23	24	25								
29	30	31										26	27	28	29	30								
												Total days												
												209												
Work day totals for a 10 month employee for 2025-26 must equal 209 days including 16 fixed holidays and one floating holiday																								
*The floating holiday can be used in lieu of any regular work day from August 21 to June 13. It's noted here for informational purposes.																								
Student start and end date												K-12 Non-Student Days												
Holiday (paid non-work day)																								
# Denotes number of counted days in the month																								

Initial
MC Initial
DS PJK
District
CSEA #181
CSEA #181

2025-2026 CL Employee 10.5 Month																									
July 2025												0	January 2026												21
		1	2	3	4												1	2							
7	8	9	10	11									110	111	112	113	114	115	116	117	118	119	120	121	
14	15	16	17	18									122	123	124	125	126	127	128	129	130	131	132	133	
21	22	23	24	25									134	135	136	137	138	139	140	141	142	143	144	145	
28	29	30	31										146	147	148	149	150	151	152	153	154	155	156	157	
August 2025												20	February 2026												20
													158	159	160	161	162	163	164	165	166	167	168	169	
4	5	6	7	8									170	171	172	173	174	175	176	177	178	179	180	181	
FH	2	3	4	5									182	183	184	185	186	187	188	189	190	191	192	193	
11	12	13	14	15									194	195	196	197	198	199	200	201	202	203	204	205	
18	19	20	21	22									206	207	208	209	210	211	212	213	214	215	216	217	
25	26	27	28	29									218	219	220	221	222	223	224	225	226	227	228	229	
31	32	33	34	35									230	231	232	233	234	235	236	237	238	239	240	241	
36	37	38	39	40									242	243	244	245	246	247	248	249	250	251	252	253	
41	42												254	255	256	257	258	259	260	261	262	263	264	265	
September 2025												22	March 2026												21
1	2	3	4	5									266	267	268	269	270	271	272	273	274	275	276	277	
8	9	10	11	12									278	279	280	281	282	283	284	285	286	287	288	289	
15	16	17	18	19									290	291	292	293	294	295	296	297	298	299	300	301	
22	23	24	25	26									302	303	304	305	306	307	308	309	310	311	312	313	
29	30												314	315	316	317	318	319	320	321	322	323	324	325	
4	5	6	7	8									326	327	328	329	330	331	332	333	334	335	336	337	
11	12	13	14	15									338	339	340	341	342	343	344	345	346	347	348	349	
18	19	20	21	22									350	351	352	353	354	355	356	357	358	359	360	361	
25	26	27	28	29									362	363	364	365	366	367	368	369	370	371	372	373	
31	32	33	34	35									374	375	376	377	378	379	380	381	382	383	384	385	
36	37	38	39	40									386	387	388	389	390	391	392	393	394	395	396	397	
41	42												398	399	400	401	402	403	404	405	406	407	408	409	
October 2025												23	April 2026												22
													410	411	412	413	414	415	416	417	418	419	420	421	
6	7	8	9	10									422	423	424	425	426	427	428	429	430	431	432	433	
13	14	15	16	17									434	435	436	437	438	439	440	441	442	443	444	445	
20	21	22	23	24									446	447	448	449	450	451	452	453	454	455	456	457	
27	28	29	30	31									458	459	460	461	462	463	464	465	466	467	468	469	
3	4	5	6	7									470	471	472	473	474	475	476	477	478	479	480	481	
10	11	12	13	14									482	483	484	485	486	487	488	489	490	491	492	493	
17	18	19	20	21									494	495	496	497	498	499	500	501	502	503	504	505	
24	25	26	27	28									506	507	508	509	510	511	512	513	514	515	516	517	
31	32	33	34	35									518	519	520	521	522	523	524	525	526	527	528	529	
November 2025												20	May 2026												21
3	4	5	6	7									530	531	532	533	534	535	536	537	538	539	540	541	
10	11	12	13	14									542	543	544	545	546	547	548	549	550	551	552	553	
17	18	19	20	21									554	555	556	557	558	559	560	561	562	563	564	565	
24	25	26	27	28									566	567	568	569	570	571	572	573	574	575	576	577	
31	32	33	34	35									578	579	580	581	582	583	584	585	586	587	588	589	
4	5	6	7	8									590	591	592	593	594	595	596	597	598	599	600	601	
11	12	13	14	15									602	603	604	605	606	607	608	609	610	611	612	613	
18	19	20	21	22									614	615	616	617	618	619	620	621	622	623	624	625	
25	26	27	28	29									626	627	628	629	630	631	632	633	634	635	636	637	
31	32	33	34	35									638	639	640	641	642	643	644	645	646	647	648	649	
December 2025												23	June 2026												17
1	2	3	4	5									650	651	652	653	654	655	656	657	658	659	660	661	
8	9	10	11	12									662	663	664	665	666	667	668	669	670	671	672	673	
15	16	17	18	19									674	675	676	677	678	679	680	681	682	683	684	685	
22	23	24	25	26									686	687	688	689	690	691	692	693	694	695	696	697	
29	30	31											698	699	700	701	702	703	704	705	706	707	708	709	
5	6	7	8	9									710	711	712	713	714	715	716	717	718	719	720	721	
12	13	14	15	16									722	723	724	725	726	727	728	729	730	731	732	733	
19	20	21	22	23									734	735	736	737	738	739	740	741	742	743	744	745	
26	27	28	29	30									746	747	748	749	750	751	752	753	754	755	756	757	
3	4	5	6	7									758	759	760	761	762	763	764	765	766	767	768	769	
10	11	12	13	14									770	771	772	773	774	775	776	777	778	779	780	781	
17	18	19	20	21									782	783	784	785	786	787	788	789	790	791	792	793	
24	25	26	27	28									794	795	796	797	798	799	800	801	802	803	804	805	
31	32	33	34	35									806	807	808	809	810	811	812	813	814	815	816	817	
4	5	6	7	8									818	819	820	821	822	823	824	825	826	827	828	829	
11	12	13	14	15									830	831	832	833	834	835	836	837	838	839	840	841	
18	19	20	21	22									842	843	844	845	846	847	848	849	850	851	852	853	
25	26	27	28	29									854	855	856	857	858	859	860	861	862	863	864	865	
31	32	33	34	35									866	867	868	869	870	871	872	873	874	875	876	877	
4	5	6	7	8									878	879	880	881	882	883	884	885	886	887	888	889	
11	12	13	14	15									890	891	892	893	894	895	896	897	898	899	900	901	
18	19	20	21	22									902	903	904	905	906	907	908	909	910	911	912	913	
25	26	27	28	29									914	915	916	917	918	919	920	921	922	923	924	925	
31	32	33	34	35									926	927	928	929	930	931	932	933	934	935	936	937	
4	5	6	7	8									938	939	940	941	942	943	944	945	946	947	948	949	
11	12	13	14	15									950	951	952	953	954	955	956	957	958	959	960	961	
18	19	20	21	22									962	963	964	965	966	967	968	969	970	971	972	973	
25	26	27	28	29								</													

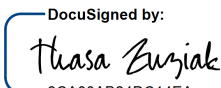
2025-2026 CL Employee 11 Month																											
July 2025														January 2026													
	1	2	3	4													1	2									
7	8	9	10	11										5	6	7	8	9	10	11	12	13	14	15	16	17	18
14	15	16	17	18										114	115	116	117	118	119	120	121	122	123	124	125	126	127
21	22	23	24	25										119	120	121	122	123	124	125	126	127	128	129	130	131	132
28	29	FH	2	3										129	130	131	132	133	134	135	136	137	138	139	140	141	142
August 2025														February 2026													
														2	3	4	5	6	7	8	9	10	11	12	13	14	15
4	5	6	7	8										134	135	136	137	138	139	140	141	142	143	144	145	146	147
11	12	13	14	15										139	140	141	142	143	144	145	146	147	148	149	150	151	152
18	19	20	21	22										149	150	151	152	153	154	155	156	157	158	159	160	161	162
25	26	27	28	29																							
19	20	21	22	23																							
September 2025														March 2026													
1	2	3	4	5										2	3	4	5	6	7	8	9	10	11	12	13	14	15
8	9	10	11	12										154	155	156	157	158	159	160	161	162	163	164	165	166	167
15	16	17	18	19										159	160	161	162	163	164	165	166	167	168	169	170	171	172
22	23	24	25	26										164	165	166	167	168	169	170	171	172	173	174	175	176	177
29	30													169	170	171	172	173	174	175	176	177	178	179	180	181	182
44	45													176	177	178	179	180	181	182	183	184	185	186	187	188	189
October 2025														April 2026													
6	7	8	9	10										6	7	8	9	10	11	12	13	14	15	16	17	18	19
13	14	15	16	17										179	180	181	182	183	184	185	186	187	188	189	190	191	192
20	21	22	23	24										184	185	186	187	188	189	190	191	192	193	194	195	196	197
27	28	29	30	31										189	190	191	192	193	194	195	196	197	198	199	200	201	202
64	65	66	67	68										194	195	196	197	198	199	200	201	202	203	204	205	206	207
November 2025														May 2026													
3	4	5	6	7																							
10	11	12	13	14										4	5	6	7	8	9	10	11	12	13	14	15	16	17
17	18	19	20	21										199	200	201	202	203	204	205	206	207	208	209	210	211	212
24	25	26	27	28										204	205	206	207	208	209	210	211	212	213	214	215	216	217
84	85													209	210	211	212	213	214	215	216	217	218	219	220	221	222
December 2025														June 2026													
1	2	3	4	5										1	2	3	4	5	6	7	8	9	10	11	12	13	14
8	9	10	11	12										219	220	221	222	223	224	225	226	227	228	229	230	231	232
15	16	17	18	19										224	225	226	227	228	229	230	231	232	233	234	235	236	237
22	23	24	25	26										229	230	231	232	233	234	235	236	237	238	239	240	241	242
29	30	31												234	235	236	237	238	239	240	241	242	243	244	245	246	247
109	110													239	240	241	242	243	244	245	246	247	248	249	250	251	252
Total days														Total days													
240														240													
Work day totals for a 11 month employee for 2025-26 must equal 240 days including 17 fixed holidays and one floating holiday																											
*The floating holiday can be used in lieu of any regular work day from August 21 to June 13. It is noted here for informational purposes																											
Student start and end date														K-12 Non-Student Days													
Holiday (paid non-work day)																											
# Denotes number of counted days in the month																											

Initial
MC
Initial
PJM
District
CSEA #131
CSEA #131
TZ

2025-2026 CL Employee 12 Month																													
July 2025														23	January 2026														22
		1	2	3	4														1								2		
			FH	2	3	4	5	6	7	8	9	10	11						12	134									
5	7	8																	135	136	137	138	139						
10	14	15	16	17	18														140	141	142	143	144	145	146	147	148		
15	21	22	23	24	25														149	150	151	152	153	154	155	156	157		
20	28	29	30	31															158	159	160	161	162	163	164	165	166		
August 2025														21	February 2026														20
																			2	3	4	5	6	7	8	9	10		
25	4	5	6	7	8														155	156	157	158	159	160	161	162	163		
30	11	12	13	14	15														160	161	162	163	164	165	166	167	168		
35	18	19	20	21	22														169	170	171	172	173	174	175	176	177		
40	25	26	27	28	29														178	179	180	181	182	183	184	185	186		
44	31	32	33	34	35														187	188	189	190	191	192	193	194	195		
September 2025														22	March 2026														22
	1	2	3	4	5														2	3	4	5	6	7	8	9	10		
10	8	9	10	11	12														175	176	177	178	179	180	181	182	183		
15	15	16	17	18	19														184	185	186	187	188	189	190	191	192		
20	22	23	24	25	26														193	194	195	196	197	198	199	200	201		
25	29	30																	202	203	204	205	206	207	208	209	210		
29	65	66																	211	212	213	214	215	216	217	218	219		
October 2025														23	April 2026														22
				1	2	3															1	2	3	4	5	6	7		
6	7	8	9	10	11	12													197	198	199	200	201	202	203	204	205		
13	13	14	15	16	17	18													206	207	208	209	210	211	212	213	214		
18	20	21	22	23	24	25													215	216	217	218	219	220	221	222	223		
23	27	28	29	30	31														224	225	226	227	228	229	230	231	232		
28	85	86	87	88	89														233	234	235	236	237	238	239	240	241		
November 2025														20	May 2026														21
3	4	5	6	7	8																						1		
9	10	11	12	13	14														219	220	221	222	223	224	225	226	227		
14	17	18	19	20	21														228	229	230	231	232	233	234	235	236		
19	24	25	26	27	28														237	238	239	240	241	242	243	244	245		
24	90	91	92	93	94														246	247	248	249	250	251	252	253	254		
29	95	96	97	98	99														255	256	257	258	259	260	261	262	263		
December 2025														23	June 2026														22
1	2	3	4	5	6														240	241	242	243	244	245	246	247	248		
7	8	9	10	11	12														249	250	251	252	253	254	255	256	257		
13	15	16	17	18	19														258	259	260	261	262	263	264	265	266		
18	22	23	24	25	26														267	268	269	270	271	272	273	274	275		
23	29	30	31																276	277	278	279	280	281	282	283	284		
28	130	131																	285	286	287	288	289	290	291	292	293		
33	132																		294	295	296	297	298	299	300	301	302		
Total days 261																													
Work day totals for a 12 month employee for 2025-26 must equal 261 days, including 16 fixed holidays and one floating holiday.																													
*The floating holiday can be used in lieu of any regular work day from August 24 to June 13. It's noted here for informational purposes.																													
Student start and end date																													
K-12 Non-Student Days																													

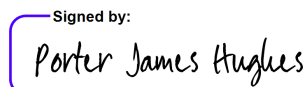
In addition to the above agreed-upon revisions to the CSEA contract, the District and CSEA agree to meet and negotiate the topic of switching to an accrual model versus a frontloading model of vacation and sick leave for probationary employees. This topic will be in addition to the re-openers of Article 12: Pay and Allowances and Article 24: Health Benefits and up to two additional articles for each party for 2026-2027 reopener contract negotiations.

Agreed this 6th day of June, 2025

DocuSigned by:

3CA00AB24DC14EA...
Thasa Zuziak
Chapter President,
California School Employees Association
and its Laguna Beach Chapter 131

Signed by:

98EC00C41CCD483...
Mike Conlon
Assistant Superintendent, Human Resources
Laguna Beach Unified School District

Signed by:

7D04BBD33102477...
Porter James Hughes
Labor Relations Representative
California School Employees Association
and its Laguna Beach Chapter 131

Initial

Initial

DS

District _____
CSEA #131 _____
CSEA #131 _____