

**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN LONG BEACH UNIFIED SCHOOL DISTRICT (LBUSD) AND**  
**TEACHERS ASSOCIATION OF LONG BEACH (TALB)**

January 15, 2026

The Long Beach Unified School District ("District") and the Teachers Association of Long Beach ("TALB") enter into this Memorandum of Understanding ("MOU") regarding health benefits. The Parties recognize and agree that there is a need to modify the existing contract language in Article VII - Leaves of Absence to address legally required leave eligibility based on Assembly Bill 406.

The District and TALB agree as follows:

1. Beginning immediately upon execution of this MOU, employees will be eligible to take leave to the full extent of the law outlined in AB 406 as it pertains to victims of violence.
2. Both the District and TALB agree to make the necessary language adjustments to all applicable sections of Article VII - Leaves of Absence in the Collective Bargaining Agreement as part of the 2025-2026 negotiation process.
3. This MOU shall remain in effect from the date of ratification by TALB and LBUSD Board approval and extend until the next collective bargaining agreement is ratified.

**Signatures on file:**

**District:** Steve Rockenbach  
Employee Relations and Ethics

**TALB:** Peder Larsen  
TALB Vice President