

**LONG BEACH UNIFIED SCHOOL DISTRICT
CSEA UNIT B TENTATIVE AGREEMENT (TA)
2024 - 2025 NEGOTIATIONS**

Cover Page

New Employee Orientation (NEO)

- **The parties have reviewed and agreed to renew the current language for the AB 119 MOU.**
- **The parties have agreed to maintain current practice for NEO as outlined below:**
 - **NEO sessions will be held at least every sixty (60) days**
 - **CSEA will be provided a list of employees who have not attended NEO sessions within ten (10) working days after the scheduled orientation.**
 - **CSEA will have access to meet with these employees for up to thirty (30) minutes at the employee's worksite during their working hours**

Note: This language does not appear in the CBA but both parties have agreed to honor these terms moving forward.

Total Compensation

In the event another bargaining unit within the District receives a larger total compensation package for the 2024-2025 school year, the largest compensation package increase shall apply to CSEA Chapter 2, Unit B. The District and CSEA agree to negotiate the way in which the enhanced total compensation package is applied to Unit B.

Note: This language does not appear in the CBA but both parties have agreed to honor these terms moving forward.

Salary Schedules

Employees who work or reside on Catalina Island shall receive Branch Assignment Premium (BAP) compensation. The BAP is due to Catalina Island being listed as a rural California community and as an island, it is remote and detached from mainland California. Employees will receive an additional \$4.2247 to their hourly pay rate for the BAP.

Note: This language does not appear in the CBA but is posted on salary schedules.