

**Laguna Beach Unified School District and the
Laguna Beach Unified Faculty Association
(2026-2029 Successor Agreement)**

**Comprehensive Tentative Agreement
June 8, 2026**

The Laguna Beach Unified School District (District or LBUSD) and the Laguna Beach Unified Faculty Association (Association or LaBUFA), collectively the parties, have completed negotiations for a new three year cycle, 2026-2029 Agreement, to succeed the parties' 2023-2026 Agreement that will expire after June 30, 2026. The parties agree to the following changes to existing Agreement language as indicated below.

A Note (not to be included in the Agreement) about Health and Welfare Benefits. During these negotiations the teams devoted unprecedented focus, effort and time to health and welfare benefits issues. The teams studied plan details, scrutinized estimated rate increases, considered plan redesign and new plan options, and met with various stakeholders, brokers and insurance representatives to ensure that high quality health care plan options continue to exist for unit members, and to reign in and reduce rates and other health insurance costs for both unit members and the District.

For the coming plan year, additional medical plan options will be offered, some existing plan design terms will change slightly, the District's maximum annual contribution to employee health insurance premiums will be increased, and various checks and balances will be implemented to ensure that employee and District financial contributions to health insurance costs are accurate and consistent with the terms set forth in the parties' collective bargaining agreement.

Cover Page

Upon expiration of the 2023-2026 Agreement, revise the Cover Page to reflect a new three (3) year term, effective July 1, 2026 through June 30, 2029.

ARTICLE 1. Recognition

LAGUNA BEACH UNIFIED FACULTY ASSOCIATION

- 1.1** The District recognizes the Association for purposes of collective negotiations, pursuant to Government Code Section 3540 et seq., as the exclusive representative for the certificated bargaining unit composed of the following temporary, probationary and permanent positions: teachers, digital media and library specialists, counselors, **school social workers, coordinators**, student support specialists, **instructional coaches**, district nurses, speech pathologists, **activities directors**, and teachers on special assignment.
- 1.2** The following positions are excluded from the Association:
Psychologists
Home teachers

Adult education teachers
Day-to-day substitutes
Long-term substitutes

Certificated management employees:
Superintendent
~~Deputy~~/Assistant Superintendents
Elementary School Principal
Middle School Principal
Middle School Assistant Principal
High School Principal
High School Assistant Principal
Directors
District Athletic Administrator
Program Specialist

ARTICLE 2. Definitions

- 2.4 “Days” means **contracted work day** ~~school day~~ during which unit members are required to be in attendance (except as defined in Article 6).
- 2.5 “Compensation” includes all salary and **health and welfare benefits** ~~fringe benefits~~.

ARTICLE 7. Hours

7.2 Duty Day

- 7.2.5 Unit members are not required to perform student supervision during **their** passing and recess periods, preparatory and conference periods, lunch periods, and prior to the professional work day, unless included in the duty description for stipend or adjunct assignment. The adjunct duty list will be evaluated on a yearly basis at a meeting by the leadership team, LaBUFA negotiation team members, and administration at the end of the school year in preparation for the following year.

ARTICLE 8. Class Size

- 8.1 The maximum class size shall not exceed the following levels:
- | | | |
|-------|---|----|
| 8.1.1 | Kindergarten, 1-3 | 25 |
| 8.1.2 | Grades 4 and 5 | 33 |
| 8.1.3 | Grades 6-8 | 34 |
| 8.1.4 | Grades 9-12 (including online courses) | 36 |
- 8.1.5 The District retains the right to waive the maximum in two classes at the middle school (not to exceed 38) and two classes at high school (not to exceed 38).

- 8.1.6 The maximum students rostered to a unit member at one time for high school teachers shall not exceed one hundred eighty (180) except those programs that are excluded in 8.3. Additional sections beyond a one hundred percent (100%) contract are excluded from this calculation.

ARTICLE 9. Transfer of Unit Members

9.7 Voluntary Transfer Procedure

- 9.7.1 Procedures to be followed in the unit member-initialed request for voluntary transfer are:

9.7.1.1 A list of position vacancies within the District shall be published by the Personnel Office on May 1, or within five (5) days after vacancies occur. The list shall contain a closing date for submitting requests for transfer. For each position posted, the notice shall show: School subject area(s) and/or grade level. No assignment to fill the vacancies shall be made until after the closing date.

9.7.1.2 Unit members must request voluntary transfers by submitting a "Request for Transfer" form to the Personnel Office by March 15, or within **three (3)** ~~ten (10)~~ days of the date of posting the vacancy announcement. Such statement shall include the grade and/or subject to which the unit member desires to be transferred, in order of preferences.

9.7.1.3 Unit members within the District will receive first consideration for any vacancies for which unit members are qualified and a formal interview will be granted when requested by the unit member.

ARTICLE 11. Evaluation

11.5 Formal Evaluation of Permanent Unit Members

11.5.1 Schedule of Evaluation for Permanent Unit Members

Date of Last Evaluation	Next Evaluation for Permanent Unit Members in 11.3	Next Evaluation for Unit Members Eligible Under 11.3.1
2021-2022	2023-2024	2024-2025
2022-2023	2024-2025	2025-2026
2023-2024	2025-2026	2026-2027
2024-2025	2026-2027	2027-2028
2025-2026	2027-2028	2028-2029

- 11.16 Evaluations shall be based on the prescribed forms, ~~on a pilot basis, subject to review as part of the pilot agreement.~~ Forms are included in Appendix E of this Agreement.

ARTICLE 12. Leaves

[Not to be included in Agreement, but see Pilot MOU on Reproductive Loss, attached to this document.]

ARTICLE 15. Joint Fiscal Management Meeting

15.3 Meetings

15.3.1 The Committee shall meet ~~quarterly~~ ~~monthly~~ unless otherwise determined by a majority of the Committee.

ARTICLE 18. Salary Schedule

ADD the following to Article 18:

2026-2027 Salary Schedule Increase(s)

Effective July 1, 2026, the 2025-2026 Salary Schedule shall be increased by one percent (1%).

An additional one percent (1%) salary schedule increase (based on the 2025-26 salary schedule), effective January 1, 2027, shall be added to the 2026-2027 Salary Schedule if the actual property tax revenue receipts received by the District for fiscal year 2026-27, as reflected in the County Treasurer's records and reported to the District as of February 15, 2027, exceed actual property tax revenue receipts received during the comparable period of fiscal year 2025-26 by at least six percent (6%). (July 1, 2026, if the percentage exceeds seven 7%).

For purposes of this provision, the comparison shall be based on cumulative actual property tax revenue receipts received through February 15 of each respective fiscal year. The District shall calculate and verify the percentage increase no later than March 1, 2027, and shall provide the Association with supporting documentation upon request.

{The dollar amounts below and the value of one point may change based on the salary language above.}

18.3 The basis of the salary schedule is a point system. The value of ~~\$267.90~~ ~~\$265.25~~ shall be awarded for the school year ~~2026-2027~~ ~~2025-2026~~ (refer to Appendix A). On the 197 work year with Thirty-Five Hours Onsite Per Week Salary Schedule (refer to Appendix A), the value of ~~\$282.40~~ ~~\$279.60~~ shall be awarded for the school year ~~2026-2027~~ ~~2025-2026~~. On the 197 Workday with Forty Hours Onsite Per Week Salary Schedule (refer to Appendix A), the value of ~~\$322.75~~ ~~\$319.55~~ shall be awarded for the school year ~~2026-2027~~ ~~2025-2026~~. On the Coordinator Salary Schedule (refer to Appendix A), the value of ~~\$345.50~~ ~~\$342.08~~ shall be awarded for the school year ~~2026-2027~~ ~~2025-2026~~. Three (3) points will be

added to a unit member’s salary after the completion of ten (10) years of service. An additional five (5) points will be added to a unit member’s salary after completion of fifteen (15) years of service, seven (7) points will be added after completing nineteen (19) years of service, and an additional twenty (20) points will be added after completion of twenty-three (23) years of service.

18.4 Direct student hourly instruction rate of pay shall be ~~\$62.03~~ ~~\$61.42~~ per hour (includes grading of student work not on the teacher’s roster) and other district-approved work performed by a bargaining unit member on a voluntary basis shall be paid at an hourly rate of ~~\$54.29~~ ~~\$53.75~~.

Summer School pay shall be as follows:

<u>Years of LBUUSD Experience</u>	<u>Hourly Rate</u>
1-5	\$62.03 61.42
6-15	\$69.80 69.11
16-21+	\$77.59 76.82

These hourly rates of pay shall be increased each school year by the same percentage increase as is applied to the Certificated Unit Member Salary Schedule.

ARTICLE 19. HEALTH AND WELFARE Fringe Benefits

19.1 The District agrees to provide certificated employees on a sixty (60) percent contract or greater, and their dependents, medical, dental, life and vision (life and vision for employees only) insurance up to the district cap specified in 19.2.

19.1.1 The Health Insurance Committee, consisting of four (4) members each from LaBUFA, CSEA and management will meet and discuss benefit options, with a focus on limiting cost increases. A commitment has been made to ensure that the Committee completes its work in a timely fashion, and is able to present its recommendations to the District and Association Bargaining Teams for use in negotiations.

19.1.2 Members of the Insurance Committee, designated CTA representatives with helpful expertise, and Human Resources and Business Services department representatives shall review employee and District financial contributions to health care premium rates and other insurance-related costs to ensure that they are accurately calculated. This review shall occur before the guide is finalized and printed.

19.2 During the term of the contract, employees will be eligible to enroll in the ~~District~~ ~~Cigna Preferred~~ provided ~~P~~plan (PPO), ~~Cigna~~ HMO, or the Kaiser Permanente HMO. The District will contribute the following maximum amounts for eligible unit members:

Plan Design	Medical	Dental	Vision
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Single	\$10,000	\$500	\$210
Employee + Spouse	\$22,000	\$1,000	\$210
Employee + Child(ren)	\$20,000	\$850	\$210
Family	\$25,500	\$1,150	\$210

{The maximum caps above may be slightly adjusted before the benefit guide is published so long as the overall expenditure (2%) is not exceeded. Any such change will be memorialized in a memorandum of understanding.}

District Annual Contribution PPO		District Annual Contribution HMO	
Single	\$9,722	Single	\$7,320
Employee + Spouse	\$20,384	Employee + Spouse	\$16,680
Employee + Child(ren)	\$14,722	Employee + Child(ren)	\$12,696
Family	\$25,150	Family	\$21,053

Eligible unit members shall be responsible for any costs incurred over the individual cap **for medical, dental, life and vision.**

ARTICLE 23. Term

The parties agree that the provisions of this Agreement shall remain in effect from July 1, **2026** ~~2023~~, through June 30, **2029** ~~2026~~, with re-openers of up to two articles for each party in **second and third** ~~each~~ year of the Agreement. ~~For the 2025-2026 school year, there will be a 2% increase in compensation.~~

APPENDIX A – Certificated Unit Member Salary Schedule

{The dollar amounts below and the value of one point may change based on the salary language above.}

A.4 The basis of this salary schedule is a point system. For **2026-2027** ~~2025-2026~~, each certificated salary schedule has a point value as follows:

\$267.90 265.25	Teacher/Speech Language Pathologist
\$282.40 279.60	197 Day work year (Thirty-Five Hours Onsite Per Week)
\$322.75 319.55	197 Day work year (Forty Hours Onsite Per Week)
\$345.50 342.08	Coordinator

A.4.4 Experience Credit

A.4.4.1 A minimum salary of:

\$ **76,888.27** ~~76,127~~ for **2026-2027** ~~2025-2026~~ will be granted to a unit member without teaching experience.

A.4.6 Professional Growth. The District has made provision for incentive to encourage directed professional growth. It is the District's intention that activity used from credit under this section be directed to the growth of the unit member related to their area of assignment. The school principal will be the recommending agent. The District will recognize 20 points for an approved program earned by completion of college classes, attendance at workshops, conferences and conventions focused on the District's strategic goals and State Standards for which there is no District financial support and through an approved education travel program. Proof of completion of pre-approved professional growth activities from Sept 16 of the prior year to Sept 15 of the current year must be submitted by November 30 to Human Resources for application to the current year's salary.

A.4.6.2 Workshops, Conferences or Conventions. The District will recognize attendance at or participation in workshops, conferences or conventions, but will limit points earned to three (3) per year. In order to be accepted, no District reimbursement can be received for this activity. **Fifteen (15) workshop hours equals one (1) point.**

A.7 Long-Term Substitute Pay. Pay for long-term substitute unit members and temporary unit members who assume full responsibility of the regular unit member is as follows:

\$235.00 per day for **2026-2027** ~~2025-2026~~

CERTIFICATED SALARY SCHEDULE CALCULATION EXAMPLES

{The dollar amounts below and the value of one point may change based on the salary language above.}

Credit for 5 years of experience is the maximum allowed teachers new to the District.

Point/Unit Value (~~2026-2027~~)(~~2025-2026~~) =

~~\$267.90~~ ~~265.25~~ Teacher/Speech Language Pathologist
~~\$282.40~~ ~~279.60~~ 197 Day work year (Thirty-Five Hours Onsite Per Week)
~~\$322.75~~ ~~319.55~~ 197 Day work year (Forty Hours Onsite Per Week)
~~\$345.50~~ ~~342.08~~ Coordinator

Example 1: B.A. + 3 years of experience 339.0 points
 30 graduate semester units 30.0 units
 Master's Degree 21.0 points
 390 total points/units x ~~\$267.90~~ = ~~\$104,481~~ 103,447.5

Example 2 is another method of computing figures used in Example 1:

Example 2: B.A. + 3 years of experience 339.0 points x ~~\$267.90~~ ~~265.25~~ = ~~\$90,818.10~~ 89,919.75
 30 graduate semester units 30.0 units x ~~\$267.90~~ ~~265.25~~ = ~~\$8,037.75~~ 7,957.5
 Master's Degree 21.0 points x ~~\$267.90~~ ~~265.25~~ = ~~\$5,625.90~~ 5,570.25
 TOTAL: ~~\$104,481~~ 103,447.5

Example 3: B.A. + 10 years of experience 458.0 points
 10-Year Longevity 3.0 points
 44 graduate semester units 44.0 units
 Master's Degree 21.0 points
 526.0 total points/units x ~~\$267.90~~ ~~265.25~~ = ~~\$140,915.40~~ 139,521.5

Example 4 shows an individual frozen at Range 1, Step 6 because of lack of graduate units to advance:

Example 4: B.A. + 8 years of experience 385.5 points
 14 graduate semester units 14.0 units
 399.5 points/units x ~~\$267.90~~ ~~265.25~~ = ~~\$107,026.05~~ 105,967.38

Example 5 shows an individual without a Master's Degree, which limits allowable number of graduate units:

Example 5: B.A. + 14 years experience 494.5 points
 10-Year Longevity 3.0 points
 60 graduate semester units 55.0 units (55 maximum without M.A. Degree)
 552.5 points/units x ~~\$267.90~~ ~~265.25~~ = ~~\$148,014.75~~ 146,550.63

After an employee has been hired by the District, the District will recognize 20 points for an approved program earned by completion of college classes, attendance at workshops, conferences and conventions, or through an approved education travel program focused on the District's strategic goals and state standards for which there is no District financial support.

Example 6: M.A. + 20 years of experience 546.0 points
 64 graduate semester units 64.0 units
 Master's Degree 21.0 points
 10-Year Longevity 3.0 points
 15-Year Longevity 5.0 points
 19-Year Longevity 7.0 points
 Professional Growth Points/Units 14.0 points
 660.0 total points/units x ~~\$267.90~~ ~~265.25~~ = ~~\$176,814~~ 175,065

<u>Example 7:</u>	23 years of experience:	566.0 points
	64 graduate semester units:	64.0 units
	Master's Degree	21.0 points
	10-Year Longevity	3.0 points
	15-Year Longevity	5.0 points
	19-Year Longevity	7.0 points
	23 Year Longevity	20.0 points
	Professional Growth Points/Units:	<u>14.0 points</u>
		700.0 total points/units x \$ 267.90 265.25 = \$ 187,530 185,675

Longevity Bonus: Three (3) points will be added to a unit member’s salary after the completion of ten (10) years of service. An additional five (5) points will be added to a unit member’s salary after completion of fifteen (15) years of service, seven (7) points will be added after completing nineteen (19) years of service. And after twenty-three (23) years of experience, add twenty (20) points to the annual salary amount at any step. **Only years of service in public or private schools while holding a valid teaching credential will be counted.**

Board Approved: **TBD** ~~July 24, 2025~~

APPENDIX C – Academic Stipends

Stipend Descriptions

Lead Induction Coach

- *Minimum requirements: Certified NTC Mentor status (Completion of the NTC 2-year Mentor training program)*
- *Possession of a valid California Teaching Credential*
- ***Recent mentor experience is preferred***
- *Five (5) years successful teaching experience.*

Serve as the district coordinator for the Induction program and as liaison with the Orange County Department of Education Induction Program to conduct routine business of the program under the direction of the Assistant Superintendent, Human Resources.

- ~~Attend a minimum of~~ **at least** eight monthly Lead Mentor meetings with the Induction Program Coordinator annually to ensure fidelity to the Consortium program plan while addressing the needs of the candidates, coaches, and respective school districts.
- Establish and maintain a professional relationship with all Induction Program stakeholders, who include, but are not limited to, candidates, coaches, site administrators, and advisory council members.
- Serve as a liaison between the member district/school and the Induction Program to conduct routine business of the program under the direction of the district administrator.
- Facilitate all coach training, district meetings, and end-of-year events.
- Assist in the selection and matching of participating teachers and coaches.
- Monitor participating teachers and coach matches to ensure effective collaborative relationships.
- Provide support to coaches as they work collaboratively with their Participating Teachers. This includes, but is not limited to, the identification of resources, the Participating Teacher's identification of a professional learning goal, development of a relevant inquiry question, and the collection of appropriate evidence of application.
- Facilitate cohort meetings as defined by the OCDE Coordinator, for coaches and candidates.
- Coordinate the ~~exit~~ **end-of-year** and colloquium for your district/school Induction participants annually.
- Assist in the review and completion of individual program requirements for candidates and mentors.
- ~~Complete and submit all required documentation to the coordinator in a timely manner for inclusion in the OCDE data collection system. Maintain required district Induction files at the district location.~~
- Assist in the assessment of candidate competence and mentor requirements under the direction of the Induction Coordinator.
- Assist the coordinator in collecting data for evaluation purposes by monitoring the completion of mid-year and end-of-year program surveys.
- Establish an Induction cohort calendar with the Assistant Superintendent and distribute to coaches, candidates, and site administrators.
- Communicate regularly with candidates, coaches, site administrators, and District Office personnel through memos, e-mails, newsletters, phone calls, and meetings.
- ~~Scoring a minimum of twenty candidate submissions through Canvas~~

Induction Coach

Minimum requirements: Possession of a valid California Teaching Credential and five (5) years successful teaching experience

- Work with new teachers to develop a personalized induction plan that incorporates the California Standards for the Teaching Profession and the instructional needs of the students in order to meet state credentialing requirements.
- Provide ongoing support and guidance to participating teacher;
- Meet weekly **for one hour** with participating teacher to reflect and plan (**two thirty-minute sessions are ok**);
- Attend district-wide Induction meetings as scheduled by Induction Lead Mentor, which will include meetings outside of contracted hours;
- Participate in ongoing professional development as required by OCDE Induction program, which will include training outside of contracted hours;
- ~~Commitment to serving as Induction Mentor Teacher with assigned teacher for at least two years.~~

District GATE Coordinator–

Minimum requirements: GATE Certification

~~To work with the Deputy Superintendent, Director, Assessment and Accountability, and principals to develop and implement enrichment activities for GATE students, to provide information to parents, and to disseminate materials and resources to staff.~~

Partner with the Assistant Superintendent, Director of Assessment, and Principals to identify students who meet the GATE qualifications, oversee student referrals and testing, support the sites in developing and implementing enrichment opportunities for GATE and high-achieving students, and support staff with parent information and communication as needed.

- ~~Thorough development of a quarterly newsletter, recognize and publicize GATE students' accomplishments and achievements, gather and disseminate information to parents and students regarding activities and events.~~
- Participate on the Student Study Team when appropriate **for students tested outside of LBUSD.**
- Oversee GATE, **referrals**, testing, and parent notification.
- ~~Distribute materials and resources to teachers.~~
- Supervise student documentation and information **for each site, including support for site GATE Coordinators related to GATE.**
- ~~Arrange for special presentations at elementary and middle schools.~~
- ~~Conduct/support bi-annual GATE parent meetings at school sites (September and May).~~
- **Support annual GATE Parent Meetings at the elementary sites**
- Attend Orange County and State meetings as appropriate.
- Support GATE professional development as needed
- Assist in the development and updating of the GATE Parent/Teacher Handbook.
- Respond to parent questions and inquiries regarding the GATE Program ~~as necessary.~~

GATE Site Coordinator

Recommended: GATE Certification

- ~~Host parent GATE meetings in September and May.~~ **Host an Elementary Parent meeting for new GATE Parents in the fall.**
- Organize and coordinate site ILP (Individual Learning Plan) meetings with the cluster teachers.
- Maintain a student GATE folder and collect pertinent information including yearly ILP.
- Organize optional after school GATE class
- Manages annual GATE testing and parent notification at the site level.

- Assist District GATE Coordinator with updating school's data of identified GATE students (Google Sheet, Student Cumulative Folders, Aeries).
- Attend District GATE meetings as needed

Department or Grade Level Chair

Minimum requirements: Department and Grade Level Chairpersons shall be assigned on a rotation cycle of no more than two (2) years. A unit member may decline the rotation. Department and Grade Level Chair meetings may occur up to twice per month.

- Provide site-level leadership in conjunction with the District curriculum process.
- Attend site leadership team meetings, representing the teachers in the department or grade-level.
- Chair regularly scheduled department or grade-level meetings, including setting agendas and keeping minutes.
- May work with the principal on department or grade level budgets.
- Share information with department or grade-level teachers, i.e., staff development opportunities, District curriculum efforts, pertinent research, etc.
- Assist with student competitions and awards programs in the content area.
- Work closely with appropriate staff to see that educational materials are available to meet student needs.
- Provide orientation for department or grade-level teachers and student teachers.
- Act as a SSC contact person (Chairperson does not have to be a member of School Site Council).
- Plan, with the administration, staff development opportunities for program improvement in targeted areas.
- Participate in the selection of curricular-area personnel.
- Provide input to administration on student placement in courses and grade levels.
- Assist with testing preparation and coordination.
- Oversee and adjust department policies, curriculum, and the development of course pacing guides.

Increase the elementary GLC stipend from 8 to 9

Department chairs who receive a department chair section will not be eligible for the DC stipend.

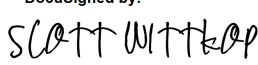
ASB Advisor

Minimum requirements: Valid Teaching Credential

- Meet weekly with ASB students to make budget decisions and appropriations
- Coordinate monthly school-wide activities
- Coordinate "Where Everyone Belongs" (WEB) day activities
- Organize elections for appointed officials
- Facilitate talent show and school-wide dances

Increase the ASB stipend amount from 3.25% to 6.5%

The Laguna Beach Unified Faculty Association/CTA/NEA

DocuSigned by:

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Scott Wittkop, President, LaBUFA

The Laguna Beach Unified School District

Signed by:

Mike Conlon

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Mike Conlon, Assistant Superintendent, Human Resources

Initial

Executive Team Initials:

Marianne Bynum

Valorie Quigley

Michelle Douglass

DS

MD