



BEVERLY HILLS
UNIFIED SCHOOL DISTRICT
EDUCATION REIMAGINED

**Collective Bargaining Agreement Between
The Beverly Hills Unified School District
and The Beverly Hills Education Association CTA/NEA 2024-2027**

Article 3 (Salaries) and relevant appendices TA 1/18/2024

- 10.5% increase to all salaries and extra pay throughout contract effective July 1, 2024
- Salary Schedule for CTE teachers- Include language to put teachers without a Bachelor's degree in column 1 TA 11/16/2023

APPENDIX A TA 12/6/2023
TEACHER SALARY SCHEDULE
ADDITIONAL STIPENDS/PAY

Overnight Trips: Unit members shall be paid \$250 per night of duty for all overnight trips.

Article 3 (Extra Pay) and relevant appendices:

SUBSTITUTE TEACHER SCHEDULE TA 12/6/2023

- | | |
|---------------|--|
| STEP 1 | Day-to-day Substitute Teachers |
| STEP 2 | Long-Term Substitute Teachers (After reaching 10 5 consecutive working days in same assignment. This amount is not retroactive to the first day of the assignment.) This position may require lesson planning and preparation. |
| STEP 3 | Extended-Term Substitute Teachers (After reaching 10 consecutive working days in same assignment, or on day 1 of a planned absence of more than 10 working days.) This position shall require lesson planning and preparation, grading, attending staff meetings and professional development, and communicating with families (conferencing if necessary). |

SUBSTITUTE SCHEDULE (APPENDIX A)

STEP 1 \$226.97/day STEP 2 \$293.93/day STEP 3 \$363.66/day

Extra Assignments Stipend Table (Draft)

Elementary

Choir Director- \$5513.48

Kindness Club Coordinator/Kind Ambassadors- \$3675.64

PBIS Coach- \$3675.64

Science Olympiad- \$1836.58

Service Learning Coordinator-\$3675.64

Student Council- \$3675.64

TUPE coordinator- \$1836.58

Yearbook-\$3675.64

Middle School

Middle school band director- \$1792.00

Middle school orchestra director- \$1792.00

Middle school musical theater director-\$3586.00

Middle school drama theater director-\$3586.00

Middle school choral director-\$1792.00

Middle school dance teacher- \$1792.00

Bulldog Aide coordinator- \$5513.48

Color Guard- \$1836.58

PBIS Coach- \$3675.64

Service Learning Coordinator- \$5513.48

TUPE coordinator- \$1836.58

WEB- \$3675.64

High School

High school band director- \$13013.00

High school theater director-\$10185.00

High school choral director-\$10185.00

Academic Decathlon coach- \$3675.64

Hero projects/summer reading for AP and Honors English- \$3675.64

LINK Crew Coordinator- \$3675.64

Newspaper/website adviser- \$3675.64

NHS Adviser- \$3675.64

Norman Aid Activities coordinator- \$5513.48

PBIS Coach- \$3675.64
Service Learning Coordinator- \$3675.64
TUPE coordinator- \$1836.58
WASC coordinator- \$1836.58
Yearbook Adviser- \$3675.64
Science Fair Coordinator- \$1836.58

Section 11 TA 11/1/2023 and 11/16/2023

Eliminate language on the 4th week for the first salary warrant.

The committee for Extra Pay for Coaching Athletic Teams (see Section 4 of Salaries) shall review the current coaching stipends and make recommendations for the bargaining team. The Association members of the committee shall receive release time to attend committee meetings or shall be paid the certificated hourly rate for attendance at meetings occurring outside regular duty time.

ARTICLE IV HOURS

Section 1

HOURS REQUIRED ON SITE TA 12/6/2023

4. Each unit member shall be assigned preparation time as follows: teachers in grades TK-5 and specialists shall be provided at least 250 minutes of uninterrupted preparation time per week distributed in increments of at least 20 minutes in length, including time within the 7.5 workday after student dismissal. Teachers in grades 6-8 shall be provided at least 250 minutes of uninterrupted preparation time per week distributed in full period increments. Teachers in grades 9-12 shall be provided at least 260 minutes of uninterrupted preparation time per week distributed in full period increments. All other unit members shall be provided at least 250 minutes of uninterrupted preparation time per week. Every effort shall be made to maximize the length of uninterrupted preparation time increments. In cases of emergency or special programs, every effort shall be made to equalize preparation time among unit members at the work site during the school year.

Section 2

Section 2 PROFESSIONAL DUTIES, LUNCH PERIODS AND OTHER HOURS OF ASSIGNMENT TA 12/6/2023

Each employee is responsible for classroom duties (or, in the case of non-classroom teachers, scheduled duties) for which he or she is properly credentialed, and for all related and reasonable professional duties. Such professional duties include the following examples: instructional planning preparing lesson plans; preparing and selecting instructional materials; reviewing and evaluating the work of pupils; communicating and conferring with pupils, parents, staff and

administrators; maintaining appropriate records, **including assigning and entering at least one graded assignment at 6-12 only**, on average every other week using one of the current electronic grading programs, providing leadership and supervision of student activities; providing direction for instructional assistants when assigned; cooperating in parent, community, and open house activities; general supervision of pupils both within and outside the classroom; participating in staff development programs, professional activities related to unit member's assignment, independent study and otherwise keeping current with developments within areas of subjects of assignment; assuming reasonable responsibility for the proper use and control of District property, equipment, material and supplies; and, at 6-12 only, daily campus supervision, on-campus club activities and other teacher assignments mutually agreed to by the unit members and the principal. Teachers may be assigned to yard duty supervision only when they have voluntarily accepted such assignments and been approved to be paid for such assignments at the certificated hourly rate, and no rotating yard duty supervision shall be otherwise required of teachers except in cases of emergency. Time shall be accounted for in 15-minute increments, and any fraction of a 15-minute increment worked shall be paid for the full 15-minute increment. Except for emergency situations, bargaining unit members shall be provided at least a 40- minute duty free lunch period within the hours of 11: 10 a.m. and 1 :50 p.m.

Section 3 STAFF MEETINGS TA 1/18/2023

All Wednesday morning meetings shall be at the discretion of the site principal with the following exception: 5 Wednesday mornings shall be reserved for self-directed Personal Professional Days following the guidelines set below:

- **Must be in attendance in person at the regular start of your school day**
- **At the start of the school year, teachers will identify what they are working on for the school year (shall be aligned with school goals and/or the BHUSD strategic plan goals)**

Agenda and feedback forms from PPD shall be submitted, at the request of site administrators, within 48 hours of the PPD to supervising administrator in charge of your department/grade level.

Section 5 School Calendar TA 11/1/2023

Calendar Committee

The calendar committee shall meet and propose calendars for the bargaining team to negotiate. The Association members of the committee shall receive release time to attend committee meetings or shall be paid the certificated hourly rate for attendance at meetings occurring outside regular duty time.

Article 5 (Health and welfare benefits): **TA 1/18/2024**

- \$1000 increase to benefits cap effective July 1, 2024

Section 1 **TA 12/19/2023**

Unit members ~~hired prior to July 1, 1997~~, shall be eligible to purchase voluntary insurances, including cancer insurance, life insurance (up to \$50,000), income protection insurance, or other mutually agreed upon plans made available to the district.

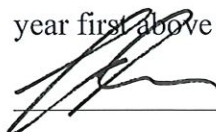
Appendix D (Calendars):

- New 2024-2025 school district calendar (Exhibits Attached)
- New 2025-2026 school district calendar (Exhibits Attached)
- New 2026-2027 school district calendar (Exhibits Attached)

ARTICLE 21 TERM OF AGREEMENT **TA 3/18/2024**

This Agreement shall be in full force and effect from July 1, 2024, through June 30, 2027, with reopeners in the second and third years limited to compensation, health, welfare and other benefits, two other articles of the Association's choice and two other articles of the District's choice for each of the reopened years. Additional articles may be opened by mutual agreement between the parties. However, the deliberations of the three subcommittees created during the 2020-2021 negotiations school year (1 Contract Cleanup, 2 Extra Pay and 3 Evaluation) may cause the related articles within the jurisdiction of the subcommittees to be reopened for the express purpose of incorporating into such articles any agreements resulting from the recommendations of the subcommittees implementing any resulting agreements.

IN WITNESS WHEREOF the parties hereto have executed this Agreement as of the day and year first above written.



Joshua Glass
BHEA Bargaining Chair

3/18/24

Date



Matthew Horvath
Assistant Superintendent,
Personnel Services

3/18/2024

Date

Parties hereby approve and execute this agreement:

Alana Castanon

Date

BHEA President, Certificated Unit

Dr. Amanda Stern

Date

BHUSD Board of Education President

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BEVERLY HILLS UNIFIED SCHOOL DISTRICT CALENDAR 2024 - 2025



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Independence Day - July 4, 2024
Pupil Free Day - August 8, 2024
Staff Development Days - August 9, 12, 2024
School Opens/Classes Begin - August 13, 2024
Labor Day - September 2, 2024
Local Holidays - October 3, 4, 2024
Staff Development Day - October 17, 2024
Veterans Day - November 11, 2024
Thanksgiving Break - November 27-29, 2024
Pupil Free Day - December 20, 2024
Winter Recess - December 23-January 3, 2025
Second Semester Begins - January 6, 2025
Martin Luther King Day - January 20, 2025
Local Holiday - February 14, 2025
Presidents Day - February 17, 2025
Spring Recess - March 31-April 4, 2025
Memorial Day - May 26, 2025
Close of School/Last Day of Classes - May 29, 2025
Pupil Free Day/BHHS Graduation - May 30, 2025
Juneteenth - June 19, 2025

LEGEND

- = Legal Holidays
- = School Recesses
- = Staff Dev. Day (No School)
- = Local Holidays
- = TK-12 Pupil Free Day
- = Opening/Closing of School

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BEVERLY HILLS UNIFIED SCHOOL DISTRICT CALENDAR 2025 - 2026



Independence Day - July 4, 2025
Pupil Free Day - August 7, 2025
Staff Development Days - August 8, 11, 2025
School Opens/Classes Begin - August 12, 2025
Labor Day - September 1, 2025
Local Holidays - September 23, 24, 2025
Local Holiday - October 2, 2025
Staff Development Day - October 7, 2025
Veterans Day - November 11, 2025
Thanksgiving Break - November 26-28, 2025
Pupil Free Day - December 19, 2025
Winter Recess - December 22, 2023- January 2, 2026
Second Semester Begins - January 5, 2026
Martin Luther King Day - January 19, 2026
Presidents Day - February 16, 2026
Spring Recess - March 30- April 3, 2026
Memorial Day - May 25, 2026
Close of School/Last Day of Classes - May 28, 2026
Pupil Free Day/BHHS Graduation - May 29, 2026
Juneteenth - June 19, 2026

LEGEND

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- = Staff Dev. Day (No School)
- = Local Holidays
- = TK-12 Pupil Free Day
- = Opening/Closing of School

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BEVERLY HILLS UNIFIED SCHOOL DISTRICT CALENDAR



2026 - 2027

Independence Day (observed) - July 3, 2026

Pupil Free Day - August 6, 2026

Staff Development Days - August 7, 10, 11, 2026

School Opens/Classes Begin - August 12, 2026

Labor Day - September 7, 2026

Local Holidays - September 21, 2026

Veterans Day - November 11, 2026

Thanksgiving - November 25-27, 2026

Pupil Free Day - December 18, 2026

Winter Recess - December 21- January 1, 2027

Second Semester Begins - January 4, 2027

Martin Luther King Day - January 18, 2027

Local Holiday- February 12, 2027

Presidents Day - February 15, 2027

Spring Recess - March 29-April 2, 2027

Local Holiday- April 22, 2027

Local Holiday- April 23, 2027

Close of School/Last Day of Classes - May 27, 2027

Pupil Free Day/BHHS Graduation - May 28, 2027

Memorial Day - May 31, 2027

Juneteenth (observed) - June 18, 2027

LEGEND

= Legal Holidays

= Local Holidays

= School Recesses

= TK-12 Pupil Free Day

= Staff Dev. Day
(No School)

= Opening/Closing
of School