



# **BEVERLY HILLS**

## **UNIFIED SCHOOL DISTRICT**

EDUCATIONAL EXCELLENCE

### **COLLECTIVE BARGAINING TENTATIVE AGREEMENT**

#### **BETWEEN**

**THE BEVERLY HILLS UNIFIED SCHOOL DISTRICT**

#### **AND**

**THE BEVERLY HILLS EDUCATION ASSOCIATION CTA/NEA**

**2025-26**

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#### **ARTICLE III**

##### **SALARIES**

and relevant appendices:

- 4.75% increase to all salaries and extra pay throughout the contract, effective July 1, 2025. Increasing the Certificated Hourly Rate \$66.46 per hour.

#### **ARTICLE V**

##### **HEALTH AND WELFARE BENEFITS**

- \$1500 increase to benefits cap effective July 1, 2025. Increasing the benefits cap to \$14,750

## ARTICLE VI

### LEAVES

#### Section 3.

##### Natural or Manmade Disaster or Evacuation Leave

A bargaining unit member, whose current residential address requires them to unavoidably be absent from duty because of a mandatory evacuation order, shall be paid for such period of absence up to ten (10) school days or such an evacuation order is lifted, whichever comes first. Employees beyond these parameters may be considered by the District on a case-by-case basis. All bargaining unit members shall be entitled to full pay while their school is closed on account of an evacuation order up to ten (10) school days. When a bargaining unit member's school closes due to a natural or man-made disaster, members shall not be required to complete any work, except as required by statute. Agreed- 5/9/25

## ARTICLE VIII

### CLASS SIZE

#### Section 1.

All students receiving General Education instruction must be rostered with a grade-appropriate General Education teacher and shall be counted in the ratio of average class size, including with Specialist Teachers. Agreed 5-1-25

a. High School (9-12)

~~Home Economics~~ ~~Maximum allowed by Code~~

~~Technical Arts~~ ~~Maximum allowed by Code~~ **Agreed 3/13/25**

Librarian

24/District **Agreed 5/1/25**

The high school counselor caseload guideline is ~~350~~ 325 pupils to one. This guideline is not a maximum and does not require the district to maintain or increase staffing in the counselor program at this caseload level, should enrollment increase or decrease. Caseload guidelines may

be amended as new technology and/or programmatic changes alter the manner student counseling services are provided. **Agreed 5/16/25**

b. Middle School (6-8)

Students who enroll in a particular department for multiple periods in the day shall be included in the calculation average class sizes multiple times. This average class size will become effective for the fall semester on the fifteenth (15<sup>th</sup>) school day after the commencement of school. For the spring semester, this average class size will become effective on the tenth (10<sup>th</sup>) school day after the commencement of the semester. Students who attend a teacher's class multiple times in one day shall be included multiple times in calculating that teacher's allotment ratio. ~~Teachers whose schedules include both core and non-core classes shall be subject to the same teacher allotment ratios and average class sizes as listed above calculated proportionately to the number of classes taught within those departments. All electives not discussed elsewhere in this article shall be subject to the teacher allotment ratio and average class size described for middle school core departments (for example, a teacher with four core courses and one elective course would have no more than 145 students across those five classes and an average of no more than 29/1 across all five classes). Study hall and homeroom students shall not be included in the calculation of allotment ratios. Students in "Advisory Period" shall not be included in the calculation of allotment ratios.~~ **Agreed 3/13/25**

c. Elementary (PreTK-5)

<u>Grade Level</u>	<u>Average Class Size</u>
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<u>TK</u>	<u>20/1* Agreed 3/21/25</u>
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\*20/1 student to certificated teacher and 10/1 student to adult

~~(If the district no longer participates in the CSR program, average class size shall be 29/1)~~  
**Agreed 3/10/25**

<u>PreK-3</u>	<u>2320/1 Agreed 5/20/25</u>
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d. ~~PreK-5 Specialists~~

<u>Art</u>	<u>not to exceed</u>	<u>none</u>
	<u>elementary class size</u>	

	identified in Section 1, Part c, above		
Technology	not to exceed elementary class size identified in Section 1, Part c, above		none
Choral Music	not to exceed elementary class size identified in Section 1, Part c, above, unless, by mutual consent, the principal and affected teacher agree upon a higher ratio	29/1* unless, by mutual consent, the principal and affected teacher agree upon a higher ratio	none
Instrumental Music	not to exceed elementary class size identified in Section 1, Part c, above, unless, by mutual consent, the principal and affected teacher agree upon a higher ratio	29/1* unless, by mutual consent, the principal and affected teacher agree upon a higher ratio	none

d. TK-5 Specialists and Physical Education Teachers, ~~excluding Physical Education~~, shall not exceed elementary class size as identified in Section 1, Part c, above **Agreed 5/20/25**

~~e. TK-5 Physical education, 26/1 student to adult average with at least 1 certificated PE teacher during PE instructional time, with other adults being teachers or aides Maintain Current CBA Language.~~

## Section 2.

### Co-Teaching

Each co-taught class must have an appropriately credentialed special education teacher and an appropriately credentialed general education (or content area) teacher. **Agreed 3/21/25**

Both of these teachers shall receive adequate training and preparation for co-teaching. The District shall make an effort to schedule common preparation time during the school day to

plan and evaluate curriculum and assessments for all students in the co-taught class. The District shall offer one annual training for general education and SAI (Specialized Academic Instruction) co-teachers within the work year. Additionally, co-teachers shall have the equivalent of one (1) release day for planning purposes, per semester, per teaching team. These days are in addition to the fifteen (15) Special Education release days as put forth in Article IV, Section 1. Agreed 3/28/25

The general education or content area teacher and the special education teacher shall share associated duties for students registered in the co-taught class, whether they have an IEP or not, including, but not limited to: grading, communicating with parents, planning and instruction, and attending IEP or 504 meetings. Agreed 3/21/2025

The District will make every effort to ensure the number of students with IEPs in a co-taught class may not exceed one-third of the total class roster.- Agreed 3/10/25

When one of the co-taught teachers is absent, their position will be filled by a substitute. If the substitute request isn't filled, the remaining teacher shall be paid at the period substitution rate. Agreed 3/10/25

The District shall make every effort not to assign a special education teacher in a co-teach position to more than two general education teachers per school year. Agreed 3/28/25

a. Co-Teaching – Secondary – Master Schedule.

The District shall establish a process for constructing co-taught classrooms. The process shall include identifying students with “co-taught classrooms” on their IEPs, constructing temporary classes, and merging the rosters of temporary classes with general education class rosters. Additionally, the District shall provide direction to school site administrators and counselors/advisors that additional students should not be assigned to co-taught classes solely for the purpose of receiving the additional benefit of a co-taught class. Agreed 5/9/25

IN WITNESS WHEREOF, the parties hereto have executed this Tentative Agreement as of the date set forth below. The approval and implementation of this Agreement are expressly contingent upon ratification by the Beverly Hills Education Association membership and the approval of the Board of Trustees of the Beverly Hills Unified School District.

Joshua Glass  
Joshua Glass (May 23, 2025 08:04 PDT)  
Joshua Glass  
BHEA Bargaining Chair

\_\_\_\_\_  
Date

Jason Hasty  
Jason Hasty (May 23, 2025 08:15 PDT)  
Jason Hasty  
Assistant Superintendent  
Business Services

\_\_\_\_\_  
Date

Parties hereby approve and execute this agreement:

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Katherine Warren  
BHEA President, Certificated Unit

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Date

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Rachelle Marcus  
BHUSD Board of Education President

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Date