

**Memorandum of Understanding Between Beverly Hills Unified School District
and
Beverly Hills Education Association**

CTE Teacher Pay Scale

August 4, 2023


The Beverly Hills Unified School District ("District") and Beverly Hills Education Association Certificated Unit, enter this Memorandum of Understanding ("MOU") regarding the Career and Technical Education (CTE) teacher pay scale.

Beverly Hills Education Association and Beverly Hills Unified School District mutually acknowledge that CTE teachers are included in "Article I: Recognition" of the Certificated Collective Bargaining Agreement (CBA). The current CBA does not specify a salary placement for individuals who have not earned a bachelor's degree. The State of California grants CTE Credentials to individuals with previous experience in industry.

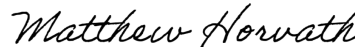
Beginning in the 2023-2024 school year BHEA and BHUSD agree that any CTE teachers who have not earned a bachelor's degree, but do possess a CA CTE Credential shall be placed in Group I of the Teacher Salary Schedule: and that their step assignment shall be based on credited service years. Payment for additional work shall be subject to provisions in the CBA.

It is not the desire of either party for any CTE teacher unit members impacted by this MOU to be financially penalized for the District's prior payment structure. Consequently, unit members shall neither be required to pay the District back, nor shall their current pay be reduced due to the change in the CTE teacher payment structure per this MOU.

Parties hereby enter into this tentative agreement subject to approval by the Associations and the District:


Josh Glass (Aug 9, 2023 10:44 PDT)
Josh Glass
BHEA Bargaining Chair

Aug 9, 2023
Date


Matthew Horvath 8/8/2023
Matthew Horvath Date
Assistant Superintendent, Personnel
Services

Parties hereby approve and execute this agreement:

Alana Castanon
BHEA President, Certificated Unit

Date

Noah Margo
BHUSD Board of Education President

MOU CTE BHEA 8-4-2023

Final Audit Report

2023-08-09

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 Signer jglass@bhusd.org entered name at signing as Josh Glass

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 Agreement completed.

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