

**Memorandum of Understanding  
Between  
Beverly Hills Unified School District  
And  
Beverly Hills Education Association (BHEA)**

**April 29, 2025**

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**Certificated Coaching Stipends**

The **Beverly Hills Unified School District** ("District") and the **Beverly Hills Education Association** ("Association"), collectively referred to as "the Parties," enter into this Memorandum of Understanding ("MOU") as of April 29, 2025, to address and revise the coaching stipend structure for certificated staff members.

The District and the Association mutually recognize the need to ensure equitable compensation for coaching assignments across all athletic programs. Specifically, this MOU acknowledges that certain girls' sports were previously omitted from the certificated coaching stipend schedule, creating a potential disparity with Title IX and internal parity goals.

The Parties agree to formally add the following girls' sports to the certificated coaching stipend table:

- **Girls' Lacrosse**
- **Girls' Flag Football**
- **Girls' Beach Volleyball**
- **Girls' Wrestling**

Stipends for these positions will be aligned with equivalent stipend levels for other sports based on team level (Varsity, Junior Varsity, Assistant Coach) and will ensure parity with classified coaching positions where duties are comparable.

This agreement is intended to promote compliance with Title IX, guarantee equal pay for equal work, and ensure that certificated staff are not disadvantaged due to assignment to a newly introduced or previously omitted sport.

This agreement shall be retroactively effective as of July 1, 2024, and shall apply to all coaching assignments.

The Parties hereby enter into this tentative agreement:

**Joshua Glass**

BHEA Bargaining Chair

Date: 5/1/25

Signature: \_\_\_\_\_

**Jason Hasty, Ed.D.**

Interim Superintendent

Date: 4-29-25

Signature: \_\_\_\_\_

**Katherine Warren**

BHEA President

Date: 5/1/25

Signature: \_\_\_\_\_

The Parties hereby approve this agreement:

**Note:** This agreement, although signed by both Parties, shall not be deemed executed or implemented until formally approved by the Beverly Hills Unified School District Board of Education.

Board Approval Date: 4/29/25