



BEVERLY HILLS
UNIFIED SCHOOL DISTRICT
EDUCATION REIMAGINED

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

Article I – Recognition

Include the current job titles and classifications as listed on the current OTBS Seniority List, including Purchasing Assistant/Buyer and Accounting Technician positions.

Article X – Health and Welfare and Other Benefits

- **Increase the current benefits allowance by \$1000 as of July 1, 2024**

10.1 BENEFITS

Effective upon entering into a contract with a health care provider, the District shall provide health plans to eligible unit members and their eligible dependents, including domestic partners as defined in the California Family Code Section 297. Medical plans offered by the district will include at least two HMO's, including Kaiser, as well as at least one PPO. The district shall contribute up to an annual maximum amount towards district medical, dental, and vision insurance for eligible unit members, and their eligible dependents, including domestic partners. Effective January 1, 2007, the District shall allow employees whose spouses or domestic partners also work for the district to combine the district's annual maximum contribution amount towards district medical, dental, and vision insurance. Effective July 1, 2021, the annual maximum district contribution towards district medical, dental, and vision insurance shall be \$11,250, and effective July 1, 2022, the annual maximum district contribution towards district medical, dental, and vision insurance shall be \$11,750, and effective July 1, 2023, the annual maximum district contribution towards district medical, dental, and vision insurance shall be \$12,250. **Effective July 1, 2024, the annual maximum district contribution towards the district medical, dental, and vision insurance shall be \$13,250.**

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 by th district. The district shall make available at least three options for such voluntary insurance plans, including at least one CTA-sponsored vendor. The district's maximum annual contribution amount shall be used by unit members ~~hired prior to July 1, 1997~~ who choose to purchase the aforementioned insurance plans if their health plan premiums (medical, dental and vision) are under the annual cap. All other unit members are eligible to apply for and purchase, if accepted by the carrier, the aforementioned insurance plans via payroll deductions.

Insurance carriers and/or the health plans may be changed by mutual agreement of the District and the Association.

For purposes of collective bargaining, it is agreed that the status quo during negotiations for a successor agreement shall be defined as the district contribution set forth above.

Article XVI – Salaries

16.1 All salary rates and schedules referred to in this Article shall be incorporated into this Agreement as Appendix A. The salary schedule for ~~2021-22 shall reflect a 2.5% increase above the 2020-21 salary schedule. The salary schedule for 2022-23 shall reflect a 2.5% increase above the 2021-22 salary schedule. The salary schedule for 2023-24 shall reflect a 2.5% increase above the 2022-23 salary schedule.~~ **2024-25 shall reflect a 10.5% increase above the 2023-24 salary schedule.**

16.3 LONGEVITY: Each unit member shall be entitled to compensation in addition to his/her regular salary, based upon the number of years of continuous service with the District as follows:

Longevity:

Add: **12.5% increase and add a stipend after 5 years of continuous employment starting at \$75. The following tables are for reference purposes only. The parties shall double check the calculated amounts.**

Years of Service	Monthly Stipend
After five years of continuous employment	\$75
After ten years of continuous employment	Current + 12.5%

After fifteen years of continuous employment	Current + 12.5%
After twenty years of continuous employment	Current + 12.5%
After twenty five years of continuous employment	Current + 12.5%
After thirty years of continuous employment	Current + 12.5%
After thirty five years of continuous employment	Current + 12.5%
After forty years of continuous employment	Current + 12.5%

Appendix A - Salary Schedules

Professional Growth: Increase current by 10.5%

Article XX – Classification and Reclassification

The parties agree that Article XX Classification and Reclassification is the process developed to permit a unit member to seek reclassification of the unit member's existing job for the reasons stated herein below. The parties further agree that nothing herein shall be interpreted to diminish, limit or prevent the District from unilaterally exercising its management right to determine the organizational structure including but not limited to types of job classifications, the number of unit members in each classification, the duties to be performed by each classification or the salary to be paid for each classification to the extent permitted by law.

20.2 Reclassification is the upgrading of a unit member from his/her existing job classification to a different existing job classification because of a significant change in the regular duties and responsibilities being performed by such unit member. Reclassification is not the result of better or excellent performance of the same basic job duties and responsibilities. The amount of money available for salary adjustments due to reclassification shall be determined during collective bargaining for the term of the Agreement and shall be included in the District's budget. Requests for reclassification shall not be carried over to the next year for reclassification.

20.3 Whenever a unit member his/her supervisor, or the District believe that there has been a significant change in the regular duties and responsibilities which he/she is performing, any of the above may file a written request to reclassify such position with the District's Human Resources Administrator on the appropriate form as attached in Appendix C. The unit member and his/her supervisor are encouraged to discuss the proposed reclassification and mutually develop the reclassification rationale.

20.4 Such request shall be referred to the Reclassification Request Review Panel, which shall consist of five (5) persons: the District's Human Resources Administrator; two (2)

Signature: Adelfa Kubu
Adelfa Kubu (Jun 7, 2024 10:52 PDT)

Email: akubu@bhUSD.org

District appointment management members; one (1) unit member selected by the applicant; and one (1) unit member selected by the Association from a pool of up to five (5) unit members designated annually by the Association no later than September 1 of each year. Panel members shall be provided an orientation on reclassification procedures. The Human Resource Administrator and the Association President shall schedule and conduct an orientation of panel members by September 30 of each year. The Human Resource Administrator shall not have a right to vote on the panel, except to break a tie vote.

20.5 Reclassification reviews are limited to October, ~~February~~ and April. The ~~Request~~-reclassification request must be submitted to Human Resources no later than September 30th, ~~January 31st~~ or March 31st. The panel may receive information from the requesting unit member and any other sources that they deem appropriate. The panel shall use uniform guidelines in reviewing reclassification requests.

20.6 Such panel shall state in writing its decision whether the unit member should be reclassified or not. The written decision shall be made within thirty (30) days of the meeting referred to in 20.4. The panel's deliberation in reaching its decision shall be considered confidential and final. Unit members shall be provided with a copy of the panel's 'Final Exit Form,' which lists those duties the panel approved and or disapproved for reclassification, and **the updated job description within 5 days after Board approval. If disapproved for reclassification, the "Final Exit Form" will indicate which duties are not approved and indicate the reasons why (e.g., already in the existing job description, in another position's job description, or not OTBS unit work).**

Article XXIII- Term of Agreement

23.1 This agreement shall be in full force and effect through June 30, 2027, with the right of each party to select any two (2) articles for reopener negotiations during the 2024-2025 and 2025-2026 school years, in addition to Article X, Health, Welfare and Other Benefits and Article XVI, Salaries.

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

Adelfa Kubu	5/31/2024	<i>Matthew Horvath</i>	5/31/2024
Adelfa Kubu BHEA OTBS President	Date	Dr. Matthew Horvath Assistant Superintendent, Personnel Services	Date

Parties hereby approve and execute this agreement:

	6/18/2024		6/18/2024
Omar Joseph	Date	Dr. Amanda Stern	Date
BHEA IA/CTA Uniserv Staff		BHUSD Board of Education President	






OTBS Final TA 2024-2027

Final Audit Report

2024-06-07

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