

Los Angeles County Office of Education  
Business Advisory Services

**PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT**  
in accordance with AB 1200 (Chapter 1213/Statutes 1991), AB 2756 (Chapter 52/Statutes 2004), GC 3547.5

Name of School District:	Beverly Hills Unified School District
Name of Bargaining Unit:	The Beverly Hills Education Association - IA Unit
Certificated, Classified, Other:	Classified

The proposed agreement covers the period beginning: **July 1, 2025** and ending: **June 30, 2027**  
(date) (date)

The Governing Board will act upon this agreement on: **July 16, 2025**  
(date)

**Note:** This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.

**A. Proposed Change in Compensation**

Bargaining Unit Compensation  All Funds - Combined		Fiscal Impact of Proposed Agreement (Complete Years 2 and 3 for multiyear and overlapping agreements only)			
		Annual Cost Prior to Proposed Settlement	Year 1 Increase/(Decrease) 2025-26	Year 2 Increase/(Decrease) 2026-27	Year 3 Increase/(Decrease) 2027-28
1. Salary Schedule Including Step and Column		\$ 2,941,657	\$ 348,781		
			11.86%	0.00%	0.00%
2. Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.		\$ 90,291	\$ 27,409		
			30.36%	0.00%	0.00%
Description of Other Compensation			Increase longevity stipends		
3. Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.		\$ 1,037,079	\$ 132,607		
			12.79%	0.00%	0.00%
4. Health/Welfare Plans		\$ 539,552	\$ 41,301		
			7.65%	0.00%	0.00%
5. Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5		\$ 4,608,579	\$ 550,098	\$ -	\$ -
			11.94%	0.00%	0.00%
6. Total Number of Bargaining Unit Employees (Use FTEs if appropriate)		62.58			
7. Total Compensation <u>Average</u> Cost per Bargaining Unit Employee		\$ 73,640	\$ 8,790	\$ -	\$ -
			11.94%	0.00%	0.00%

Beverly Hills Unified School District  
The Beverly Hills Education Association - IA Unit

8. What was the negotiated percentage change? For example, if the change in "Year 1" was for less than a year, what is the annualized percentage of that change for "Year 1"?

Effective July 1, 2025 - Increase Steps 1 - \$1.00/hr; Step 2 - \$1.50/hr; Step 3 - \$2.50/hr; Step 4- \$2.50hr; Step 5 - \$3.50/hr; Step 6 - \$4.00/hr increase above the FY 24-25 salary schedule.

9. Were any additional steps, columns, or ranges added to the salary schedules? (If yes, please explain.)

Longevity stipend at 10 years increased to 5%; 15 years increased to 8%; 20 years increased to 11%; 14% at 25 years; 16% at 30 years; 18% at 35 years and 20% at 40 years per month respectively. See TA attached.

10. Please include comments and explanations as necessary. (If more room is necessary, please attach an additional sheet.)

N/A

11. Does this bargaining unit have a negotiated cap for Health and Welfare benefits?

Yes ☒ No ☐

If yes, please describe the cap amount.

District cap will increase to \$14,750 for Health & Welfare effective July 1, 2025 for full-time eligible unit members. FY 24-25 cap was \$13,250.

- B. Proposed negotiated changes in noncompensation items** (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

N/A

- C. What are the specific impacts (positive or negative) on instructional and support programs to accommodate the settlement?** Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff, etc.)

N/A



Beverly Hills Unified School District  
The Beverly Hills Education Association - IA Unit

**D. What contingency language is included in the proposed agreement (e.g., reopeners, etc.)?**

See TA.

**E. Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc.**

Article VI Section 6: Effective beginning July 1, 2025, 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 until such-an evacuation order is lifted, whichever comes first. Employees beyond these parameters may be considered by the

**F. Source of Funding for Proposed Agreement:**

1. Current Year

The source of funding will vary based on each employee's original funding source. Most of the cost will be funded with LCFF/taxes.

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years?

The source of funding will vary based on each employee's original funding source. Most of the cost will be funded with LCFF/taxes.

3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effects in meeting obligations.)

N/A

Los Angeles County Office of Education  
Business Advisory Services

**PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT**  
in accordance with AB 1200 (Chapter 1213/Statutes 1991), AB 2756 (Chapter 52/Statutes 2004), GC 3547.5

Name of School District:	Beverly Hills Unified School District
Name of Bargaining Unit:	The Office Technical Business Services Unit (BHEA-OTBS)
Certificated, Classified, Other:	Classified

The proposed agreement covers the period beginning: July 1, 2025 and ending: June 30, 2027  
(date) (date)

The Governing Board will act upon this agreement on: July 16, 2025  
(date)

**Note:** This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.

**A. Proposed Change in Compensation**

Bargaining Unit Compensation  All Funds - Combined		Fiscal Impact of Proposed Agreement (Complete Years 2 and 3 for multiyear and overlapping agreements only)			
		Annual Cost Prior to Proposed Settlement	Year 1 Increase/(Decrease)	Year 2 Increase/(Decrease)	Year 3 Increase/(Decrease)
			2025-26	2026-27	2027-28
1. Salary Schedule Including Step and Column	\$ 3,501,585	\$ 166,325			
			4.75%	0.00%	0.00%
2. Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ 98,496	\$ 35,054			
			35.59%	0.00%	0.00%
Description of Other Compensation		Retiree Benefits, Increase longevity stipends by 5.75%			
3. Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 1,292,435	\$ 61,391			
			4.75%	0.00%	0.00%
4. Health/Welfare Plans	\$ 491,181	\$ 61,500			
			12.52%	0.00%	0.00%
5. Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5	\$ 5,383,697	\$ 324,270	\$ -	\$ -	
			6.02%	0.00%	0.00%
6. Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	41.00				
7. Total Compensation <u>Average</u> Cost per Bargaining Unit Employee	\$ 131,310	\$ 7,909	\$ -	\$ -	
			6.02%	0.00%	0.00%



Beverly Hills Unified School District  
The Office Technical Business Services Unit (BHEA-OTBS)

8. What was the negotiated percentage change? For example, if the change in "Year 1" was for less than a year, what is the annualized percentage of that change for "Year 1"?

2025-26 shall reflect a 4.75% increase above the 2024-25 salary schedule.

9. Were any additional steps, columns, or ranges added to the salary schedules? (If yes, please explain.)

Longevity stipend at 10 years increased to 5%; 15 years increased to 8%; 20 years increased to 11%; 14% at 25 years; 16% at 30 years; 18% at 35 years and 20% at 40 years per month respectively. See TA attached.

10. Please include comments and explanations as necessary. (If more room is necessary, please attach an additional sheet.)

Increase the longevity and professional growth stipends by 5.75%. Retiree benefits will be increased from \$7,000 hard-cap to equal to that of active unit members less \$500 for retired unit members and their eligible dependents, including domestic partners.

11. Does this bargaining unit have a negotiated cap for Health and Welfare benefits?

Yes ☒ No ☐

If yes, please describe the cap amount.

District cap will increase to \$14,750 for Health & Welfare effective July 1, 2025 for full-time eligible unit members. FY 24-25 cap was \$13,250.

**B. Proposed negotiated changes in noncompensation items** (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

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 until an evacuation order is lifted. When a bargaining unit member's work location closes due to a natural or man-made disaster, members may be required to complete work at an alternative work location.

**C. What are the specific impacts (positive or negative) on instructional and support programs to accommodate the settlement?** Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff, etc.)

See question B and TA

Beverly Hills Unified School District  
The Office Technical Business Services Unit (BHEA-OTBS)

**D. What contingency language is included in the proposed agreement (e.g., reopeners, etc.)?**

N/A

**E. Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc.**

See TA.

**F. Source of Funding for Proposed Agreement:**

1. Current Year

The source of funding will vary based on each employee's original funding source. Most of the cost will be funded with LCFF/taxes.

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years?

The source of funding will vary based on each employee's original funding source. Most of the cost will be funded with LCFF/taxes.

3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effects in meeting obligations.)

N/A



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Business Advisory Services

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in accordance with AB 1200 (Chapter 1213/Statutes 1991), AB 2756 (Chapter 52/Statutes 2004), GC 3547.5

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Name of Bargaining Unit:	Combined
Certificated, Classified, Other:	Classified

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**A. Proposed Change in Compensation**

Bargaining Unit Compensation		Fiscal Impact of Proposed Agreement (Complete Years 2 and 3 for multiyear and overlapping agreements only)			
All Funds - Combined		Annual Cost Prior to Proposed Settlement	Year 1 Increase/(Decrease) 2025-26	Year 2 Increase/(Decrease) 2026-27	Year 3 Increase/(Decrease) 2027-28
1. Salary Schedule Including Step and Column		\$ 6,443,242	\$ 515,106		
			7.99%	0.00%	0.00%
2. Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.		\$ 188,787	\$ 62,463		
			33.09%	0.00%	0.00%
Description of Other Compensation			Retiree Benefits, Increase longevity stipends by 5.75%		
3. Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.		\$ 2,329,514	\$ 193,998		
			8.33%	0.00%	0.00%
4. Health/Welfare Plans		\$ 1,030,733	\$ 102,801		
			9.97%	0.00%	0.00%
5. Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5		\$ 9,992,276	\$ 874,368	\$ -	\$ -
			8.75%	0.00%	0.00%
6. Total Number of Bargaining Unit Employees (Use FTEs if appropriate)		103.58			
7. Total Compensation <u>Average</u> Cost per Bargaining Unit Employee		\$ 96,469	\$ 8,441	\$ -	\$ -
			8.75%	0.00%	0.00%



## Beverly Hills Unified School District

**G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET****Unrestricted General Fund**

Bargaining Unit:

Combined

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 6/24/2025)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
<b>REVENUES</b>				
LCFF Revenue 8010-8099	\$ 77,179,699		\$ -	\$ 77,179,699
Federal Revenue 8100-8299	\$ -		\$ -	\$ -
Other State Revenue 8300-8599	\$ 731,951		\$ -	\$ 731,951
Other Local Revenue 8600-8799	\$ 15,123,379		\$ -	\$ 15,123,379
<b>TOTAL REVENUES</b>	\$ 93,035,029		\$ -	\$ 93,035,029
<b>EXPENDITURES</b>				
Certificated Salaries 1000-1999	\$ 34,000,866			\$ 34,000,866
Classified Salaries 2000-2999	\$ 12,257,852	\$ 320,516	\$ (128,206)	\$ 12,450,162
Employee Benefits 3000-3999	\$ 18,326,756	\$ 210,143	\$ (84,057)	\$ 18,452,842
Books and Supplies 4000-4999	\$ 1,467,199		\$ -	\$ 1,467,199
Services and Other Operating Expenditures 5000-5999	\$ 11,489,216		\$ -	\$ 11,489,216
Capital Outlay 6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 61,524		\$ -	\$ 61,524
Transfers of Indirect Costs 7300-7399	\$ (279,663)		\$ -	\$ (279,663)
<b>TOTAL EXPENDITURES</b>	\$ 77,323,750	\$ 530,659	\$ (212,264)	\$ 77,642,145
<b>OTHER FINANCING SOURCES/USES</b>				
Transfers In and Other Sources 8900-8979	\$ (18,858,950)	\$ (339,908)	\$ 135,963	\$ (19,062,895)
Transfers Out and Other Uses 7600-7699	\$ 1,550,000	\$ -	\$ -	\$ 1,550,000
Contributions 8980-8999		\$ -	\$ -	\$ -
<b>OPERATING SURPLUS (DEFICIT)*</b>	\$ (4,697,671)	\$ (870,567)	\$ 348,227	\$ (5,220,011)
<b>BEGINNING FUND BALANCE</b>				
9791	\$ 18,130,201			\$ 18,130,201
Audit Adjustments/Other Restatements 9793/9795				\$ -
<b>ENDING FUND BALANCE</b>	\$ 13,432,530	\$ (870,567)	\$ 348,227	\$ 12,910,190
<b>COMPONENTS OF ENDING FUND BALANCE:</b>				
Nonspendable 9711-9719	\$ 50,000		\$ -	\$ 50,000
Restricted 9740				
Committed 9750-9760		\$ -	\$ -	\$ -
Assigned 9780		\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ 13,382,530	\$ (870,567)	\$ 348,227	\$ 12,860,190
Unassigned/Unappropriated Amount 9790	\$ -	\$ -	\$ -	\$ -

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts in Columns 1 and 4 must be positive**

Los Angeles County Office of Education

Business Advisory Services

Revised 06/11/2021



## Beverly Hills Unified School District

**G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**

Bargaining Unit:		Restricted General Fund Combined			
Object Code		Column 1	Column 2	Column 3	Column 4
		Latest Board- Approved Budget Before Settlement (As of 6/24/2025)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES					
LCFF Revenue	8010-8099	\$ -		\$ -	\$ -
Federal Revenue	8100-8299	\$ 1,809,186		\$ -	\$ 1,809,186
Other State Revenue	8300-8599	\$ 5,237,697		\$ -	\$ 5,237,697
Other Local Revenue	8600-8799	\$ 2,902,035		\$ -	\$ 2,902,035
TOTAL REVENUES		\$ 9,948,918		\$ -	\$ 9,948,918
EXPENDITURES					
Certificated Salaries	1000-1999	\$ 8,154,566	\$ -	\$ -	\$ 8,154,566
Classified Salaries	2000-2999	\$ 4,123,797	\$ 251,318	\$ (100,527)	\$ 4,274,588
Employee Benefits	3000-3999	\$ 8,451,276	\$ 88,590	\$ (35,436)	\$ 8,504,430
Books and Supplies	4000-4999	\$ 1,223,910		\$ -	\$ 1,223,910
Services and Other Operating Expenditures	5000-5999	\$ 6,572,638		\$ -	\$ 6,572,638
Capital Outlay	6000-6999	\$ 123,186		\$ -	\$ 123,186
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ -		\$ -	\$ -
Transfers of Indirect Costs	7300-7399	\$ 158,994		\$ -	\$ 158,994
TOTAL EXPENDITURES		\$ 28,808,367	\$ 339,908	\$ (135,963)	\$ 29,012,312
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ 18,858,950	\$ 339,908	\$ (135,963)	\$ 19,062,895
Transfers Out and Other Uses	7600-7699		\$ -	\$ -	\$ -
Contributions	8980-8999		\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ (499)	\$ -	\$ -	\$ (499)
BEGINNING FUND BALANCE	9791	\$ 2,741,290			\$ 2,741,290
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 2,740,791	\$ -	\$ -	\$ 2,740,791
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted	9740	\$ 2,740,791	\$ -	\$ -	\$ 2,740,791
Committed	9750-9760				
Assigned Amounts	9780				
Reserve for Economic Uncertainties	9789		\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ -	\$ -	\$ -	\$ (0)

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts in Columns 1 and 4 must be positive**

Los Angeles County Office of Education

Business Advisory Services

Revised 06/11/2021



**G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**

**Combined General Fund**

Bargaining Unit:

Combined

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 6/24/2025)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
<b>REVENUES</b>				
LCFF Revenue 8010-8099	\$ 77,179,699		\$ -	\$ 77,179,699
Federal Revenue 8100-8299	\$ 1,809,186		\$ -	\$ 1,809,186
Other State Revenue 8300-8599	\$ 5,969,648		\$ -	\$ 5,969,648
Other Local Revenue 8600-8799	\$ 18,025,414		\$ -	\$ 18,025,414
<b>TOTAL REVENUES</b>	\$ 102,983,947		\$ -	\$ 102,983,947
<b>EXPENDITURES</b>				
Certificated Salaries 1000-1999	\$ 42,155,432	\$ -	\$ -	\$ 42,155,432
Classified Salaries 2000-2999	\$ 16,381,649	\$ 571,834	\$ (228,734)	\$ 16,724,749
Employee Benefits 3000-3999	\$ 26,778,032	\$ 298,733	\$ (119,493)	\$ 26,957,272
Books and Supplies 4000-4999	\$ 2,691,109		\$ -	\$ 2,691,109
Services and Other Operating Expenditures 5000-5999	\$ 18,061,854		\$ -	\$ 18,061,854
Capital Outlay 6000-6999	\$ 123,186		\$ -	\$ 123,186
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 61,524		\$ -	\$ 61,524
Transfers of Indirect Costs 7300-7399	\$ (120,669)		\$ -	\$ (120,669)
<b>TOTAL EXPENDITURES</b>	\$ 106,132,117	\$ 870,567	\$ (348,227)	\$ 106,654,457
<b>OTHER FINANCING SOURCES/USES</b>				
Transfer In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ 1,550,000	\$ -	\$ -	\$ 1,550,000
Contributions 8980-8999	\$ -	\$ -	\$ -	\$ -
<b>OPERATING SURPLUS (DEFICIT)*</b>	\$ (4,698,170)	\$ (870,567)	\$ 348,227	\$ (5,220,510)
<b>BEGINNING FUND BALANCE</b>				
9791	\$ 20,871,491			\$ 20,871,491
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
<b>ENDING FUND BALANCE</b>	\$ 16,173,321	\$ (870,567)	\$ 348,227	\$ 15,650,981
<b>COMPONENTS OF ENDING FUND BALANCE:</b>				
Nonspendable 9711-9719	\$ 50,000	\$ -	\$ -	\$ 50,000
Restricted 9740	\$ 2,740,791	\$ -	\$ -	\$ 2,740,791
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ 13,382,530	\$ (870,567)	\$ 348,227	\$ 12,860,190
Unassigned/Unappropriated Amount 9790	\$ -	\$ -	\$ -	\$ -

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts in Columns 1 and 4 must be positive**



**G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**

**Fund 13/61 - Cafeteria Fund**

Bargaining Unit:

Combined

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 6/24/2025)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
<b>REVENUES</b>				
LCFF Revenue 8010-8099	\$ -		\$ -	\$ -
Federal Revenue 8100-8299	\$ 451,052		\$ -	\$ 451,052
Other State Revenue 8300-8599	\$ 1,894,288		\$ -	\$ 1,894,288
Other Local Revenue 8600-8799	\$ 152,821		\$ -	\$ 152,821
<b>TOTAL REVENUES</b>	\$ 2,498,161		\$ -	\$ 2,498,161
<b>EXPENDITURES</b>				
Certificated Salaries 1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries 2000-2999	\$ 961,572	\$ 1,681	\$ (1,681)	\$ 961,572
Employee Benefits 3000-3999	\$ 428,366	\$ 2,120	\$ (2,120)	\$ 428,366
Books and Supplies 4000-4999	\$ 1,125,890		\$ -	\$ 1,125,890
Services and Other Operating Expenditures 5000-5999	\$ 383,538		\$ -	\$ 383,538
Capital Outlay 6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ -		\$ -	\$ -
Transfers of Indirect Costs 7300-7399	\$ 120,669		\$ -	\$ 120,669
<b>TOTAL EXPENDITURES</b>	\$ 3,020,035	\$ 3,801	\$ (3,801)	\$ 3,020,035
<b>OTHER FINANCING SOURCES/USES</b>				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
<b>OPERATING SURPLUS (DEFICIT)*</b>	\$ (521,874)	\$ (3,801)	\$ 3,801	\$ (521,874)
<b>BEGINNING FUND BALANCE</b>				
9791	\$ 1,021,880			\$ 1,021,880
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
<b>ENDING FUND BALANCE</b>	\$ 500,006	\$ (3,801)	\$ 3,801	\$ 500,006
<b>COMPONENTS OF ENDING FUND BALANCE:</b>				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 393,539	\$ (3,801)	\$ 3,801	\$ 393,539
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ 106,467	\$ -	\$ -	\$ 106,467
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ -	\$ -	\$ -	\$ -

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts in Columns 1 and 4 must be positive**



Public Disclosure of Proposed Collective Bargaining Agreement  
Beverly Hills Unified School District

Page 5a

**H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**

**Unrestricted General Fund MYP**

Bargaining Unit:

Combined

		2025-26	2026-27	2027-28
		Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
Object Code				
REVENUES				
LCFF Revenue	8010-8099	\$ 77,179,699	\$ 80,357,618	\$ 83,678,542
Federal Revenue	8100-8299	\$ -	\$ -	\$ -
Other State Revenue	8300-8599	\$ 731,951	\$ 736,511	\$ 741,830
Other Local Revenue	8600-8799	\$ 15,123,379	\$ 15,425,549	\$ 15,816,870
TOTAL REVENUES		\$ 93,035,029	\$ 96,519,677	\$ 100,237,242
EXPENDITURES				
Certificated Salaries	1000-1999	\$ 34,000,866	\$ 34,340,875	\$ 34,684,283
Classified Salaries	2000-2999	\$ 12,450,162	\$ 12,621,772	\$ 12,795,784
Employee Benefits	3000-3999	\$ 18,452,842	\$ 18,927,894	\$ 19,148,709
Books and Supplies	4000-4999	\$ 1,467,199	\$ 1,510,922	\$ 1,552,774
Services and Other Operating Expenditures	5000-5999	\$ 11,489,216	\$ 11,206,595	\$ 11,517,017
Capital Outlay	6000-6999	\$ -	\$ -	\$ -
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ 61,524	\$ 61,524	\$ 61,524
Transfers of Indirect Costs	7300-7399	\$ (279,663)	\$ (120,669)	\$ (120,669)
Other Adjustments				\$ -
TOTAL EXPENDITURES		\$ 77,642,145	\$ 78,548,911	\$ 79,639,423
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources	8900-8979	\$ (19,062,895)	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ 1,550,000	\$ 850,000	\$ 1,550,000
Contributions	8980-8999	\$ -	\$ (17,300,798)	\$ (17,550,733)
OPERATING SURPLUS (DEFICIT)*		\$ (5,220,011)	\$ (180,033)	\$ 1,497,086
BEGINNING FUND BALANCE	9791	\$ 18,130,201	\$ 12,910,190	\$ 12,730,158
Audit Adjustments/Other Restatements	9793/9795	\$ -		
ENDING FUND BALANCE		\$ 12,910,190	\$ 12,730,158	\$ 14,227,244
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable	9711-9719	\$ 50,000	\$ 50,000	\$ 50,000
Restricted	9740			
Committed	9750-9760	\$ -	\$ -	\$ -
Assigned	9780	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties	9789	\$ 12,860,190	\$ 12,680,158	\$ 14,177,244
Unassigned/Unappropriated Amount	9790	\$ -	\$ -	\$ -

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts must be positive**



**H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**

**Restricted General Fund MYP  
Combined**

Bargaining Unit:

Object Code		2025-26	2026-27	2027-28
		Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
<b>REVENUES</b>				
LCFF Revenue	8010-8099	\$ -	\$ -	\$ -
Federal Revenue	8100-8299	\$ 1,809,186	\$ 1,791,785	\$ 1,791,785
Other State Revenue	8300-8599	\$ 5,237,697	\$ 5,097,691	\$ 5,129,859
Other Local Revenue	8600-8799	\$ 2,902,035	\$ 2,902,035	\$ 2,902,035
<b>TOTAL REVENUES</b>		\$ 9,948,918	\$ 9,791,511	\$ 9,823,679
<b>EXPENDITURES</b>				
Certificated Salaries	1000-1999	\$ 8,154,566	\$ 8,175,997	\$ 7,826,513
Classified Salaries	2000-2999	\$ 4,274,588	\$ 4,320,086	\$ 4,300,833
Employee Benefits	3000-3999	\$ 8,504,430	\$ 8,398,618	\$ 8,217,478
Books and Supplies	4000-4999	\$ 1,223,910	\$ 1,113,516	\$ 1,062,803
Services and Other Operating Expenditures	5000-5999	\$ 6,572,638	\$ 6,017,657	\$ 6,111,959
Capital Outlay	6000-6999	\$ 123,186	\$ -	\$ -
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ -	\$ -	\$ -
Transfers of Indirect Costs	7300-7399	\$ 158,994	\$ 131,909	\$ 130,572
Other Adjustments			\$ -	\$ -
<b>TOTAL EXPENDITURES</b>		\$ 29,012,312	\$ 28,157,782	\$ 27,650,158
<b>OTHER FINANCING SOURCES/USES</b>				
Transfers In and Other Sources	8900-8979	\$ 19,062,895	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -
Contributions	8980-8999	\$ -	\$ 17,300,798	\$ 17,550,733
<b>OPERATING SURPLUS (DEFICIT)*</b>		\$ (499)	\$ (1,065,472)	\$ (275,746)
<b>BEGINNING FUND BALANCE</b>				
	9791	\$ 2,741,290	\$ 2,740,791	\$ 1,675,319
Audit Adjustments/Other Restatements	9793/9795	\$ -		
<b>ENDING FUND BALANCE</b>		\$ 2,740,791	\$ 1,675,319	\$ 1,399,573
<b>COMPONENTS OF ENDING FUND BALANCE:</b>				
Nonspendable	9711-9719	\$ -	\$ -	\$ -
Restricted	9740	\$ 2,740,791	\$ 1,675,319	\$ 1,399,573
Committed	9750-9760			
Assigned	9780			
Reserve for Economic Uncertainties	9789	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ (0)	\$ -	\$ -

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts must be positive**



**H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**

Bargaining Unit:		Combined General Fund MYP		
		2025-26	2026-27	2027-28
Object Code		Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
<b>REVENUES</b>				
LCFF Revenue	8010-8099	\$ 77,179,699	\$ 80,357,618	\$ 83,678,542
Federal Revenue	8100-8299	\$ 1,809,186	\$ 1,791,785	\$ 1,791,785
Other State Revenue	8300-8599	\$ 5,969,648	\$ 5,834,202	\$ 5,871,689
Other Local Revenue	8600-8799	\$ 18,025,414	\$ 18,327,584	\$ 18,718,905
<b>TOTAL REVENUES</b>		\$ 102,983,947	\$ 106,311,188	\$ 110,060,921
<b>EXPENDITURES</b>				
Certificated Salaries	1000-1999	\$ 42,155,432	\$ 42,516,872	\$ 42,510,796
Classified Salaries	2000-2999	\$ 16,724,749	\$ 16,941,857	\$ 17,096,617
Employee Benefits	3000-3999	\$ 26,957,272	\$ 27,326,512	\$ 27,366,187
Books and Supplies	4000-4999	\$ 2,691,109	\$ 2,624,437	\$ 2,615,577
Services and Other Operating Expenditures	5000-5999	\$ 18,061,854	\$ 17,224,251	\$ 17,628,976
Capital Outlay	6000-6999	\$ 123,186	\$ -	\$ -
Other Outgo (excuding Indirect Costs)	7100-7299 7400-7499	\$ 61,524	\$ 61,524	\$ 61,524
Transfers of Indirect Costs	7300-7399	\$ (120,669)	\$ 11,240	\$ 9,903
Other Adjustments			\$ -	\$ -
<b>TOTAL EXPENDITURES</b>		\$ 106,654,457	\$ 106,706,693	\$ 107,289,581
<b>OTHER FINANCING SOURCES/USES</b>				
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ 1,550,000	\$ 850,000	\$ 1,550,000
Contributions	8980-8999	\$ -	\$ -	\$ -
<b>OPERATING SURPLUS (DEFICIT)*</b>		\$ (5,220,510)	\$ (1,245,505)	\$ 1,221,340
<b>BEGINNING FUND BALANCE</b>				
	9791	\$ 20,871,491	\$ 15,650,981	\$ 14,405,477
Audit Adjustments/Other Restatements	9793/9795	\$ -		
<b>ENDING FUND BALANCE</b>		\$ 15,650,981	\$ 14,405,477	\$ 15,626,817
<b>COMPONENTS OF ENDING FUND BALANCE:</b>				
Nonspendable	9711-9719	\$ 50,000	\$ 50,000	\$ 50,000
Restricted	9740	\$ 2,740,791	\$ 1,675,319	\$ 1,399,573
Committed	9750-9760	\$ -	\$ -	\$ -
Assigned	9780	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties	9789	\$ 12,860,190	\$ 12,680,158	\$ 14,177,244
Unassigned/Unappropriated Amount	9790	\$ -	\$ (0)	\$ (0)

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts must be positive**



Beverly Hills Unified School District  
Combined**I. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES**

## 1. State Reserve Standard

		2025-26	2026-27	2027-28
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 108,204,457	\$ 107,556,693	\$ 108,839,581
b.	Less: Special Education Pass-Through Funds	\$ -	\$ -	\$ -
c.	Net Expenditures, Transfers Out, and Uses	\$ 108,204,457	\$ 107,556,693	\$ 108,839,581
d.	State Standard Minimum Reserve Percentage for this District <b>Enter percentage</b> →	3.00%	3.00%	3.00%
e.	State Standard Minimum Reserve Amount for this District (For districts with less than 1,001 ADA, this is the greater of Line a, times Line b, or \$50,000)	\$ 3,246,134	\$ 3,226,701	\$ 3,265,187

## 2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$ 12,860,190	\$ 12,680,158	\$ 14,177,244
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ -	\$ -	\$ -
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9789)	\$ 11,488,469	\$ 11,700,000	\$ 12,000,000
d.	Special Reserve Fund (Fund 17) Budgeted Unassigned/Unappropriated Amount (9790)	\$ -	\$ -	\$ -
e.	Total Available Reserves	\$ 24,348,659	\$ 24,380,158	\$ 26,177,244
f.	Reserve for Economic Uncertainties Percentage	22.50%	22.67%	24.05%

## 3. Do unrestricted reserves meet the state minimum reserve amount?

2025-26

Yes

☒

No

☐

2026-27

Yes

☒

No

☐

2027-28

Yes

☒

No

☐

## 4. If no, how do you plan to restore your reserves?



**Public Disclosure of Proposed Collective Bargaining Agreement**  
**Beverly Hills Unified School District**  
**Combined**

Page 7

5. Does the Total Compensation Increase/(Decrease) on Page 1, Section A, #5 agree with the Total Increase/(Decrease) for all funds as a result of the settlement(s)? Please explain any variance.

Total Compensation Increase/(Decrease) on Page 1, Section A, #5	\$ 874,368
General Fund balance Increase/(Decrease), Page 4c, Column 2	\$ (870,567)
Adult Education Fund balance Increase/(Decrease), Page 4d, Column 2	\$ -
Child Development Fund balance Increase/(Decrease), Page 4e, Column 2	\$ -
Cafeteria Fund balance Increase/(Decrease), Page 4f, Column 2	\$ (3,801)
Other Fund balance Increase/(Decrease), Page 4g, Column 2	\$ -
Other Fund balance Increase/(Decrease), Page 4h, Column 2	\$ -
Total all fund balances Increase/(Decrease) as a result of the settlement(s)	\$ (874,368)

Variance \$ -

Variance Explanation:

6. Will this agreement create or increase deficit financing in the current or subsequent years?

"Deficit Financing" is defined to exist when a fund's expenditures and other financing uses exceed its revenues and other financing sources in a given year. If a deficit is shown below, provide an explanation and any deficit reduction plan, as necessary.

<u>General Fund Combined</u>	<u>Surplus/ (Deficit)</u>	<u>(Deficit) %</u>	<u>Deficit primarily due to:</u>
Current FY Surplus/(Deficit) before settlement(s)?	\$ (4,698,170)	(4.4%)	Costs outpacing prop tax projection
Current FY Surplus/(Deficit) after settlement(s)?	\$ (5,220,510)	(4.8%)	Costs outpacing prop tax projection
1st Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ (1,245,505)	(1.2%)	Costs outpacing prop tax projection
2nd Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ 1,221,340	1.1%	

Deficit Reduction Plan (as necessary):

7. Were "Other Adjustments" amount(s) entered in the multiyear projections (pages 5a and 5b) for 1st and 2nd Subsequent FY?

"Other Adjustments" could indicate that a budget reduction plan was/is being developed to address deficit spending, and to rebuild reserves. Any amount shown below must have an explanation. If additional space is needed, attach a separate sheet, or use page 8a.

<u>MYP</u>	<u>Amount</u>	<u>"Other Adjustments" Explanation</u>
1st Subsequent FY Unrestricted, Page 5a	\$ -	
1st Subsequent FY Restricted, Page 5b	\$ -	
2nd Subsequent FY Unrestricted, Page 5a	\$ -	
2nd Subsequent FY Restricted, Page 5b	\$ -	



**J. CERTIFICATION NO. 1: CERTIFICATION OF THE DISTRICT'S ABILITY TO MEET THE COSTS OF THE COLLECTIVE BARGAINING AGREEMENT**

This certification page must be signed by the district's Superintendent and Chief Business Official at the time of public disclosure and is intended to assist the district's Governing Board in determining whether the district can meet the costs incurred under the tentative Collective Bargaining Agreement in the current and subsequent years. The absence of a certification signature or if "I am unable to certify" is checked should serve as a "red flag" to the district's Governing Board.

In accordance with the requirements of Government Code Sections 3540.2 and 3547.5, the Superintendent and Chief Business Official of the Beverly Hills Unified School District, hereby certify that the District can meet the costs incurred under this Collective Bargaining Agreement during the term of the agreement from July 1, 2024 to June 30, 2024.

**Board Actions**

The board actions necessary to meet the cost of the agreement in each year of its term are as follows:

Current Year**Budget Adjustment Categories:**

Revenues/Other Financing Sources

Expenditures/Other Financing Uses

Ending Balance(s) Increase/(Decrease)

**Budget Adjustment  
Increase/(Decrease)**

\$	-
\$	522,340
\$	(522,340)

Subsequent Years**Budget Adjustment Categories:**

Revenues/Other Financing Sources

Expenditures/Other Financing Uses

Ending Balance(s) Increase/(Decrease)

**Budget Adjustment  
Increase/(Decrease)**

\$	-
\$	1,044,680
\$	(1,044,680)

**Budget Revisions**

If the district does not adopt and submit within 45 days all of the revisions to its budget needed in the current year to meet the costs of the agreement at the time of the approval of the proposed collective bargaining agreement, the county superintendent of schools is required to issue a qualified or negative certification for the district on its next interim report.

**Assumptions**

See attached page for a list of the assumptions upon which this certification is based.

**Certifications**

I hereby certify

☐ I am unable to certify

  
 Alex Cherniss (Jul 7, 2025 16:15 EDT)

District Superintendent

(Signature)

7-7-25

Date



I hereby certify

☐ I am unable to certify

Chief Business Official

(Signature)

7-7-25

Date

**Special Note:** The Los Angeles County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.



Beverly Hills Unified School District

Combined

**Assumptions and Explanations** (enter or attach documentation)

The assumptions upon which this certification is made are as follows:

The adopted budget is the base which includes 4.75% increase. Additional increases beyond the 4.75% have been added to the fiscal impact.

Concerns regarding affordability of agreement in subsequent years (if any):

Property tax volatility can create scenarios where further reductions may need to be identified. The district will continue to monitor any property tax fluctuations.



**K. CERTIFICATION NO. 2**

The disclosure document must be signed by the district Superintendent at the time of public disclosure and by the President or Clerk of the Governing Board at the time of formal board action on the proposed agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Collective Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Sections 3540.2(a) and 3547.5.

Beverly Hills Unified School District

**District Name**

**District Superintendent  
(Signature)**

**Date**

Jason Hasty, Assistant Superintendent Business Services

**Contact Person**

310-551-5100 ext. 2222

**Phone**

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on July 16, 2025, took action to approve the proposed agreement with the The Beverly Hills Education Association IA and The Office Technical Business Services Bargaining Unit(s).

**President (or Clerk), Governing Board  
(Signature)**

**Date**

**Special Note:** The Los Angeles County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.





# BEVERLY HILLS

## UNIFIED SCHOOL DISTRICT

EDUCATIONAL EXCELLENCE

### TENTATIVE AGREEMENT

### BETWEEN

THE BEVERLY HILLS UNIFIED SCHOOL DISTRICT

### AND

BEVERLY HILLS EDUCATION ASSOCIATION INSTRUCTIONAL ASSISTANT UNIT

JUNE 27, 2025

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### ARTICLE III: SALARY

#### Section 1

Longevity compensation shall be ~~35%~~ at ten (10) years; ~~58%~~ at fifteen (15) years; ~~911%~~ at twenty (20) years; ~~114%~~ at twenty-five (25) years; ~~163%~~ at thirty (30) years; ~~185%~~ at thirty-five (35) years; and ~~2015%~~ at forty (40) years per month respectively.

Make corresponding changes to Longevity Compensation in Appendix A

#### Section 3

All salary rates and schedules referred to in this Article shall be incorporated into this Agreement as Appendix A.

#### Section 4

Effective July 1, 2025, apply increases per Appendix A

Appendix A:



## Salary

Effective July 1, 2025, increase Steps as follows:

<u>Step 1</u>	<u>\$1.00/hour increase</u>
<u>Step 2</u>	<u>\$1.50/hour increase</u>
<u>Step 3</u>	<u>\$2.50/hour increase</u>
<u>Step 4</u>	<u>\$2.50/hour increase</u>
<u>Step 5</u>	<u>\$3.50/hour increase</u>
<u>Step 6</u>	<u>\$4.00/hour increase</u>

## ARTICLE IV: HEALTH, WELFARE AND OTHER BENEFITS

### Section 1

#### BENEFITS

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 as follows:

2025-2026: Increase the District's annual maximum contribution for full-time eligible unit members towards medical, dental, and vision insurance by \$1,500 per year, totaling \$14,750, effective July 1, 2025.

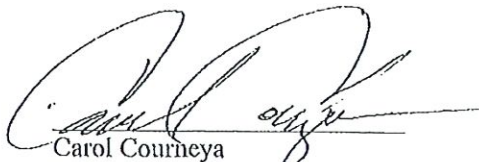
## ARTICLE VI: LEAVES

### ADD

#### Section 14

Effective beginning July 1, 2025, 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 until 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 may be required to complete any except as required by statute work at an alternate work location.



  
Carol Courneya  
BHEA IA President

6/27/25  
Date

  
Jason Hasty  
Assistant Superintendent  
Business Services

6-27-25  
Date

Parties hereby approve and execute this agreement:

\_\_\_\_\_  
Omar Joseph  
BHEA IA/CTA Uniserv Staff

\_\_\_\_\_  
Date

\_\_\_\_\_  
Rachelle Marcus  
BHUSD Board of Education President

\_\_\_\_\_  
Date





# BEVERLY HILLS

## UNIFIED SCHOOL DISTRICT

EDUCATIONAL EXCELLENCE

### TENTATIVE AGREEMENT

#### BETWEEN

THE BEVERLY HILLS UNIFIED SCHOOL DISTRICT

#### AND

THE OFFICE TECHNICAL BUSINESS SERVICES UNIT (BHEA-OTBS)

JUNE 27, 2025

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### ARTICLE X – HEALTH, WELFARE AND OTHER BENEFITS

#### 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, 2025, the annual maximum district contribution towards the district medical, dental, and vision insurance shall be \$14,750.

## 10.4 RETIREES

### 10.4.1 RETIREES – AGE ~~55~~ 50 TO 64

Unit members employed by the District, and eligible for unit member only medical and unit member only dental insurance, at the time the unit member retires from the District under the Public Employee Retirement System on or after reaching the age of ~~fifty-five (55)~~ fifty (50) shall be entitled to a District contribution for medical, ~~and dental and vision~~ insurance up to an annual maximum amount – ~~\$7000~~ equal to that of active unit members less \$500 for retired unit members and their eligible dependents, including domestic partners for for unit member only medical, dental, and vision and unit member only dental insurance plans offered by the District as follows:

10.4.1.1 After ten (10) years of continuous service in the District, for eight years (8) or up to age 65, whichever occurs first.

10.4.1.2 After twenty (20) years of continuous service in the District, for ten (10) years or up to age 65, whichever occurs first.

## ARTICLE XIII - LEAVES

Add Section 13.15

### 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 until 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 work location is closed on account of an evacuation order up to ten (10) school days. When a bargaining unit member's work location closes due to a natural or man-made disaster, members may be required to complete work at an alternative work location

## 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 2025-26 shall reflect a 4.75% increase above the 2024-25 salary schedule.

Changes will be reflected in Appendix A - Salary Schedules

Increase the longevity and professional growth stipends by 5.75%.

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 Office Technical Business Services (OTBS) Unit membership and the approval of the Board of Trustees of the Beverly Hills Unified School District.



Adelfa Kubu  
OTBS President

Date



Jason Hasty (Jun 27, 2025 15:40 PDT)

Jason Hasty  
Assistant Superintendent  
Business Services

Date

Parties hereby approve and execute this agreement:



Omar Joseph (Jun 27, 2025 13:54 PDT)

Omar Joseph  
BHEA IA/CTA Uniserv Staff

Date

Rachelle Marcus

BHUSD Board of Education President

Date











# 25-26 Tentative Agreement Between BHUSD and BHEA OTBS 06272025 - Google Docs (1)

Final Audit Report

2025-06-27

Created:	2025-06-27
By:	Jason Hasty (jhasty@bhusd.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAAE7t5GLcGeEY1wbJn1WOwc7hRS7b4cZxa

## "25-26 Tentative Agreement Between BHUSD and BHEA OTBS 06272025 - Google Docs (1)" History

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-  Document emailed to Jason Hasty (jhasty@bhusd.org) for signature  
2025-06-27 - 8:54:19 PM GMT
-  Document e-signed by Jason Hasty (jhasty@bhusd.org)  
Signature Date: 2025-06-27 - 10:40:45 PM GMT - Time Source: server- IP address: 199.254.0.50
-  Agreement completed.  
2025-06-27 - 10:40:45 PM GMT



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