

**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 CTA/NEA
Certificated, Classified, Other:	Certificated

The proposed agreement covers the period beginning: **July 1, 2025** and ending: **June 30, 2026**  
(date) (date)

The Governing Board will act upon this agreement on: **May 27, 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)		
		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	\$ 33,593,164	\$ 1,595,632		
		4.75%	0.00%	0.00%
2. Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.				
Description of Other Compensation				
3. Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 7,864,157	\$ 373,542		
		4.75%	0.00%	0.00%
4. Health/Welfare Plans	\$ 3,337,808	\$ 386,400		
		11.58%	0.00%	0.00%
5. Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5	\$ 44,795,129	\$ 2,355,574	\$ -	\$ -
		5.26%	0.00%	0.00%
6. Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	257.60			
7. Total Compensation <u>Average</u> Cost per Bargaining Unit Employee	\$ 173,894	\$ 9,144	\$ -	\$ -
		5.26%	0.00%	0.00%

Beverly Hills Unified School District  
The Beverly Hills Education Association CTA/NEA

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

4.75% increase to all Certificated Teacher salaries and extra pay throughout contract effective July 1, 2025.

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

N/A

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

Increasing the Certificated Hourly Rate to \$66.46 per hour.

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

Yes ☒ No ☐

If yes, please describe the cap amount.

The Health and Welfare cap is increasing from \$13,250 to \$14,750

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

Natural or Manmade Disaster or Evacuation Leave, Co-Teaching agreement.

- 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.)

High school counselor caseload being lowered from 350 to 325 pupils to one, Students in "Advisory Period" shall not be included in the calculation of allotment ratios, 20/1 TK students to certificated teacher and 10/1 student to adult.



Beverly Hills Unified School District  
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**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.**

Please see the TA for additional details.

**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

## Beverly Hills Unified School District

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

Bargaining Unit:

The Beverly Hills Education Association CTA/NEA

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 03/11/2025)	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	\$ 77,296,271		\$ -	\$ 77,296,271
Federal Revenue 8100-8299			\$ -	\$ -
Other State Revenue 8300-8599	\$ 737,658		\$ -	\$ 737,658
Other Local Revenue 8600-8799	\$ 15,119,965		\$ -	\$ 15,119,965
<b>TOTAL REVENUES</b>	\$ 93,153,894		\$ -	\$ 93,153,894
<b>EXPENDITURES</b>				
Certificated Salaries 1000-1999	\$ 32,644,658	\$ 1,267,867		\$ 33,912,525
Classified Salaries 2000-2999	\$ 10,971,459			\$ 10,971,459
Employee Benefits 3000-3999	\$ 17,426,732	\$ 604,912		\$ 18,031,644
Books and Supplies 4000-4999	\$ 1,019,862		\$ -	\$ 1,019,862
Services and Other Operating Expenditures 5000-5999	\$ 11,569,390		\$ -	\$ 11,569,390
Capital Outlay 6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 61,524		\$ -	\$ 61,524
Transfers of Indirect Costs 7300-7399	\$ (231,046)		\$ -	\$ (231,046)
<b>TOTAL EXPENDITURES</b>	\$ 73,462,579	\$ 1,872,779	\$ -	\$ 75,335,358
<b>OTHER FINANCING SOURCES/USES</b>				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ 1,602,185	\$ -	\$ -	\$ 1,602,185
Contributions 8980-8999	\$ (17,569,616)	\$ (419,687)	\$ -	\$ (17,989,303)
<b>OPERATING SURPLUS (DEFICIT)*</b>	\$ 519,515	\$ (2,292,466)	\$ -	\$ (1,772,951)
<b>BEGINNING FUND BALANCE</b>				
9791	\$ 17,857,247			\$ 17,857,247
Audit Adjustments/Other Restatements 9793/9795				\$ -
<b>ENDING FUND BALANCE</b>	\$ 18,376,762	\$ (2,292,466)	\$ -	\$ 16,084,296
<b>COMPONENTS OF ENDING FUND BALANCE:</b>				
Nonspendable 9711-9719		\$ -	\$ -	\$ -
Restricted 9740				
Committed 9750-9760		\$ -	\$ -	\$ -
Assigned 9780	\$ 800,000	\$ -	\$ (800,000)	\$ -
Reserve for Economic Uncertainties 9789	\$ 17,576,762	\$ (2,292,466)	\$ 800,000	\$ 16,084,296
Unassigned/Unappropriated Amount 9790	\$ -	\$ -	\$ -	\$ -

\*Net Increase (Decrease) in Fund Balance

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



## Beverly Hills Unified School District

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

Bargaining Unit:

The Beverly Hills Education Association CTA/NEA

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 03/11/2025)	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	\$ 1,801,986		\$ -	\$ 1,801,986
Other State Revenue 8300-8599	\$ 6,333,196		\$ -	\$ 6,333,196
Other Local Revenue 8600-8799	\$ 3,159,155		\$ -	\$ 3,159,155
<b>TOTAL REVENUES</b>	\$ 11,294,337		\$ -	\$ 11,294,337
<b>EXPENDITURES</b>				
Certificated Salaries 1000-1999	\$ 8,132,242	\$ 327,765	\$ -	\$ 8,460,007
Classified Salaries 2000-2999	\$ 4,134,473		\$ -	\$ 4,134,473
Employee Benefits 3000-3999	\$ 8,198,261	\$ 155,030	\$ -	\$ 8,353,291
Books and Supplies 4000-4999	\$ 1,184,731		\$ -	\$ 1,184,731
Services and Other Operating Expenditures 5000-5999	\$ 7,470,761		\$ -	\$ 7,470,761
Capital Outlay 6000-6999	\$ 969,302		\$ -	\$ 969,302
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 10,600		\$ -	\$ 10,600
Transfers of Indirect Costs 7300-7399	\$ 134,317		\$ -	\$ 134,317
<b>TOTAL EXPENDITURES</b>	\$ 30,234,687	\$ 482,795	\$ -	\$ 30,717,482
<b>OTHER FINANCING SOURCES/USES</b>				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
Contributions 8980-8999	\$ 17,569,616	\$ 419,687	\$ -	\$ 17,989,303
<b>OPERATING SURPLUS (DEFICIT)*</b>	\$ (1,370,734)	\$ (63,108)	\$ -	\$ (1,433,842)
<b>BEGINNING FUND BALANCE</b>				
9791	\$ 2,765,918			\$ 2,765,918
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
<b>ENDING FUND BALANCE</b>	\$ 1,395,184	\$ (63,108)	\$ -	\$ 1,332,076
<b>COMPONENTS OF ENDING FUND BALANCE:</b>				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 1,395,184	\$ (63,108)	\$ -	\$ 1,332,076
Committed 9750-9760				
Assigned Amounts 9780				
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**

## Beverly Hills Unified School District

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

Bargaining Unit:

The Beverly Hills Education Association CTA/NEA

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 03/11/2025)	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	\$ 77,296,271		\$ -	\$ 77,296,271
Federal Revenue 8100-8299	\$ 1,801,986		\$ -	\$ 1,801,986
Other State Revenue 8300-8599	\$ 7,070,854		\$ -	\$ 7,070,854
Other Local Revenue 8600-8799	\$ 18,279,120		\$ -	\$ 18,279,120
<b>TOTAL REVENUES</b>	\$ 104,448,231		\$ -	\$ 104,448,231
<b>EXPENDITURES</b>				
Certificated Salaries 1000-1999	\$ 40,776,900	\$ 1,595,632	\$ -	\$ 42,372,532
Classified Salaries 2000-2999	\$ 15,105,932	\$ -	\$ -	\$ 15,105,932
Employee Benefits 3000-3999	\$ 25,624,993	\$ 759,942	\$ -	\$ 26,384,935
Books and Supplies 4000-4999	\$ 2,204,593		\$ -	\$ 2,204,593
Services and Other Operating Expenditures 5000-5999	\$ 19,040,151		\$ -	\$ 19,040,151
Capital Outlay 6000-6999	\$ 969,302		\$ -	\$ 969,302
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 72,124		\$ -	\$ 72,124
Transfers of Indirect Costs 7300-7399	\$ (96,729)		\$ -	\$ (96,729)
<b>TOTAL EXPENDITURES</b>	\$ 103,697,266	\$ 2,355,574	\$ -	\$ 106,052,840
<b>OTHER FINANCING SOURCES/USES</b>				
Transfer In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ 1,602,185	\$ -	\$ -	\$ 1,602,185
Contributions 8980-8999	\$ -	\$ -	\$ -	\$ -
<b>OPERATING SURPLUS (DEFICIT)*</b>	\$ (851,220)	\$ (2,355,574)	\$ -	\$ (3,206,794)
<b>BEGINNING FUND BALANCE</b>				
9791	\$ 20,623,165			\$ 20,623,165
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
<b>ENDING FUND BALANCE</b>	\$ 19,771,946	\$ (2,355,574)	\$ -	\$ 17,416,372
<b>COMPONENTS OF ENDING FUND</b>				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 1,395,184	\$ (63,108)	\$ -	\$ 1,332,076
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ 800,000	\$ -	\$ (800,000)	\$ -
Reserve for Economic Uncertainties 9789	\$ 17,576,762	\$ (2,292,466)	\$ 800,000	\$ 16,084,296
Unassigned/Unappropriated Amount 9790	\$ -	\$ -	\$ -	\$ -

\*Net Increase (Decrease) in Fund Balance

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



## Beverly Hills Unified School District

**H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS****Unrestricted General Fund MYP**

Bargaining Unit: The Beverly Hills Education Association CTA/NEA

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	\$ 77,296,271	\$ 80,474,190	\$ 83,795,115
Federal Revenue 8100-8299	\$ -	\$ -	\$ -
Other State Revenue 8300-8599	\$ 737,658	\$ 743,102	\$ 748,913
Other Local Revenue 8600-8799	\$ 15,119,965	\$ 15,509,968	\$ 15,496,223
<b>TOTAL REVENUES</b>	\$ 93,153,894	\$ 96,727,260	\$ 100,040,251
<b>EXPENDITURES</b>			
Certificated Salaries 1000-1999	\$ 33,912,525	\$ 34,238,972	\$ 34,581,362
Classified Salaries 2000-2999	\$ 10,971,459	\$ 11,125,060	\$ 11,236,310
Employee Benefits 3000-3999	\$ 18,031,644	\$ 18,167,853	\$ 18,439,547
Books and Supplies 4000-4999	\$ 1,019,862	\$ 1,047,398	\$ 1,076,307
Services and Other Operating Expenditures 5000-5999	\$ 11,569,390	\$ 11,256,763	\$ 11,567,450
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	\$ (231,046)	\$ (231,046)	\$ (231,046)
Other Adjustments			\$ -
<b>TOTAL EXPENDITURES</b>	\$ 75,335,358	\$ 75,666,524	\$ 76,731,453
<b>OTHER FINANCING SOURCES/USES</b>			
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ 1,602,185	\$ 1,602,185	\$ 1,602,185
Contributions 8980-8999	\$ (17,989,303)	\$ (18,431,966)	\$ (18,553,716)
<b>OPERATING SURPLUS (DEFICIT)*</b>	\$ (1,772,951)	\$ 1,026,585	\$ 3,152,897
<b>BEGINNING FUND BALANCE</b> 9791	\$ 17,857,247	\$ 16,084,296	\$ 17,110,881
Audit Adjustments/Other Restatements 9793/9795	\$ -		
<b>ENDING FUND BALANCE</b>	\$ 16,084,296	\$ 17,110,881	\$ 20,263,778
<b>COMPONENTS OF ENDING FUND BALANCE:</b>			
Nonspendable 9711-9719	\$ -	\$ -	\$ -
Restricted 9740			
Committed 9750-9760	\$ -	\$ -	\$ -
Assigned 9780	\$ -		
Reserve for Economic Uncertainties 9789	\$ 16,084,296	\$ 17,110,881	\$ 20,263,778
Unassigned/Unappropriated Amount 9790	\$ -	\$ -	\$ -

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts must be positive**

## Beverly Hills Unified School District

**H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS****Restricted General Fund MYP**

Bargaining Unit: The Beverly Hills Education Association CTA/NEA

		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	\$ -	\$ -	\$ -
Federal Revenue	8100-8299	\$ 1,801,986	\$ 1,801,986	\$ 1,801,986
Other State Revenue	8300-8599	\$ 6,333,196	\$ 5,238,346	\$ 5,273,693
Other Local Revenue	8600-8799	\$ 3,159,155	\$ 3,159,155	\$ 3,159,155
TOTAL REVENUES		\$ 11,294,337	\$ 10,199,487	\$ 10,234,834
EXPENDITURES				
Certificated Salaries	1000-1999	\$ 8,460,007	\$ 8,190,953	\$ 7,940,953
Classified Salaries	2000-2999	\$ 4,134,473	\$ 4,088,527	\$ 4,088,527
Employee Benefits	3000-3999	\$ 8,353,291	\$ 8,199,465	\$ 8,235,331
Books and Supplies	4000-4999	\$ 1,184,731	\$ 1,343,213	\$ 1,121,504
Services and Other Operating Expenditures	5000-5999	\$ 7,470,761	\$ 6,475,713	\$ 6,583,329
Capital Outlay	6000-6999	\$ 969,302	\$ 173,055	\$ 173,055
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ 10,600	\$ 10,600	\$ 10,600
Transfers of Indirect Costs	7300-7399	\$ 134,317	\$ 97,474	\$ 97,474
Other Adjustments			\$ -	\$ -
TOTAL EXPENDITURES		\$ 30,717,482	\$ 28,579,001	\$ 28,250,774
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -
Contributions	8980-8999	\$ 17,989,303	\$ 18,431,966	\$ 18,553,716
OPERATING SURPLUS (DEFICIT)*		\$ (1,433,842)	\$ 52,452	\$ 537,776
BEGINNING FUND BALANCE	9791	\$ 2,765,918	\$ 1,332,076	\$ 1,384,528
Audit Adjustments/Other Restatements	9793/9795	\$ -		
ENDING FUND BALANCE		\$ 1,332,076	\$ 1,384,528	\$ 1,922,304
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable	9711-9719	\$ -	\$ -	\$ -
Restricted	9740	\$ 1,332,076	\$ 1,384,528	\$ 1,922,304
Committed	9750-9760			
Assigned	9780			
Reserve for Economic Uncertainties	9789	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ -	\$ -	\$ -

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts must be positive**



## Beverly Hills Unified School District

**H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS****Combined General Fund MYP**

Bargaining Unit: The Beverly Hills Education Association CTA/NEA

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	\$ 77,296,271	\$ 80,474,190	\$ 83,795,115
Federal Revenue 8100-8299	\$ 1,801,986	\$ 1,801,986	\$ 1,801,986
Other State Revenue 8300-8599	\$ 7,070,854	\$ 5,981,448	\$ 6,022,606
Other Local Revenue 8600-8799	\$ 18,279,120	\$ 18,669,123	\$ 18,655,378
<b>TOTAL REVENUES</b>	\$ 104,448,231	\$ 106,926,747	\$ 110,275,085
<b>EXPENDITURES</b>			
Certificated Salaries 1000-1999	\$ 42,372,532	\$ 42,429,925	\$ 42,522,315
Classified Salaries 2000-2999	\$ 15,105,932	\$ 15,213,587	\$ 15,324,837
Employee Benefits 3000-3999	\$ 26,384,935	\$ 26,367,318	\$ 26,674,878
Books and Supplies 4000-4999	\$ 2,204,593	\$ 2,390,611	\$ 2,197,811
Services and Other Operating Expenditures 5000-5999	\$ 19,040,151	\$ 17,732,476	\$ 18,150,779
Capital Outlay 6000-6999	\$ 969,302	\$ 173,055	\$ 173,055
Other Outgo (excuding Indirect Costs) 7100-7299 7400-7499	\$ 72,124	\$ 72,124	\$ 72,124
Transfers of Indirect Costs 7300-7399	\$ (96,729)	\$ (133,572)	\$ (133,572)
Other Adjustments		\$ -	\$ -
<b>TOTAL EXPENDITURES</b>	\$ 106,052,840	\$ 104,245,524	\$ 104,982,228
<b>OTHER FINANCING SOURCES/USES</b>			
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ 1,602,185	\$ 1,602,185	\$ 1,602,185
Contributions 8980-8999	\$ -	\$ -	\$ -
<b>OPERATING SURPLUS (DEFICIT)*</b>	\$ (3,206,794)	\$ 1,079,038	\$ 3,690,672
<b>BEGINNING FUND BALANCE</b> 9791	\$ 20,623,165	\$ 17,416,372	\$ 18,495,409
Audit Adjustments/Other Restatements 9793/9795	\$ -		
<b>ENDING FUND BALANCE</b>	\$ 17,416,372	\$ 18,495,409	\$ 22,186,081
<b>COMPONENTS OF ENDING FUND BALANCE:</b>			
Nonspendable 9711-9719	\$ -	\$ -	\$ -
Restricted 9740	\$ 1,332,076	\$ 1,384,528	\$ 1,922,304
Committed 9750-9760	\$ -	\$ -	\$ -
Assigned 9780	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ 16,084,296	\$ 17,110,881	\$ 20,263,778
Unassigned/Unappropriated Amount 9790	\$ -	\$ -	\$ -

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts must be positive**

Beverly Hills Unified School District  
The Beverly Hills Education Association CTA/NEA

**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)	\$ 107,655,025	\$ 105,847,709	\$ 106,584,413
b.	Less: Special Education Pass-Through Funds	\$ -	\$ -	\$ -
c.	Net Expenditures, Transfers Out, and Uses	\$ 107,655,025	\$ 105,847,709	\$ 106,584,413
d.	State Standard Minimum Reserve Percentage for this District <b>Enter percentage</b> →	25.00%	25.00%	25.00%
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)	\$ 26,913,756	\$ 26,461,927	\$ 26,646,103

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

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$ 16,084,296	\$ 17,110,881	\$ 20,263,778
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ -	\$ -	\$ -
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9789)	\$ 11,100,000	\$ 11,300,000	\$ 11,500,000
d.	Special Reserve Fund (Fund 17) Budgeted Unassigned/Unappropriated Amount (9790)	\$ -	\$ -	\$ -
e.	Total Available Reserves	\$ 27,184,296	\$ 28,410,881	\$ 31,763,778
f.	Reserve for Economic Uncertainties Percentage	25.25%	26.84%	29.80%

## 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?



Beverly Hills Unified School District  
The Beverly Hills Education Association CTA/NEA

**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	\$ 2,355,574
General Fund balance Increase/(Decrease), Page 4c, Column 2	\$ (2,355,574)
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	\$ -
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)	\$ (2,355,574)

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)?	\$ (851,220)	(0.8%)	Increase in PERS, CPI and Special Ed cost
Current FY Surplus/(Deficit) after settlement(s)?	\$ (3,206,794)	(3.0%)	Increase in PERS, CPI and Special Ed cost
1st Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ 1,079,038	1.0%	
2nd Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ 3,690,672	3.5%	

**Deficit Reduction Plan (as necessary):**

There are planned reductions in staffing and services in order to maintain a 25% reserve. This reserve is needed in order to have sufficient cash to meet payroll needs and other financial obligations. Due to the district being community funded (basic aid) the need for cash reserves is much higher than non-basic aid districts.

**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, 2025 to June 30, 2026.

## **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)**

\$	-
\$	2,355,574
\$	(2,355,574)

### Subsequent Years

#### **Budget Adjustment Categories:**

Revenues/Other Financing Sources  
Expenditures/Other Financing Uses  
Ending Balance(s) Increase/(Decrease)

#### **Budget Adjustment Increase/(Decrease)**

\$	-
\$	(4,711,148)
\$	4,711,148

## **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

  
\_\_\_\_\_  
District Superintendent  
(Signature)

5-23-25  
\_\_\_\_\_  
Date

☒ I hereby certify ☐ I am unable to certify

  
\_\_\_\_\_  
Chief Business Official  
(Signature)

5-23-25  
\_\_\_\_\_  
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

The Beverly Hills Education Association CTA/NEA

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

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

The Second Interim assumptions have been used for this projection. Please see Second Interim Narrative for the comprehensive set of assumptions.

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 x2222

**Phone**

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on May 27, 2025, took action to approve the proposed agreement with the Beverly Hills Education Association CTA/NEA 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

### **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>
---------------	------------------------------

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