

TENTATIVE AGREEMENT

Between the Beaumont Unified School District (District) and the Beaumont Teachers Association (BTA) for the 2023-24 Collective Bargaining Agreement

This Agreement made and entered into the 16th day of November, 2023, between the Beaumont Unified School District (hereinafter referred to as the “District”) and the Beaumont Teachers Association (hereinafter referred to as “BTA”) attests:

ARTICLE 6 TRANSFERS

6.4 REASSIGNMENTS

6.4.2 The unit member shall be informed of the reassignment by the principal **and/or designee** and shall have an opportunity to discuss the reasons and present his/her position, prior to its taking effect.

ARTICLE 7 COMPENSATION AND FRINGE BENEFITS

~~This is a two (2) year agreement covering the 2022-23 and 2023-24 fiscal years. There will be an ongoing twelve and a half percent (12.5%) applied to the certificated salary schedules beginning January 1, 2023. Each unit member, in paid status, will receive a payment of six and a quarter percent (6.25%) off schedule. The one-time payment will be paid according to the unit member’s base salary placement and/or prorated effective July 1, 2022 through December 31, 2022. Any additional percentage increase in attendance, above 95.0%, at the state P-2 reporting period in April 2023, will be applied to the Health & Welfare per FTE contribution beginning on July 1, 2023.~~

~~The parties agree to reconvene to discuss compensation if there is a funded increase to the Cost-of-Living Adjustment (COLA) from the 6.56% in 2022-23, and projected 5.38% in 2023-24, or if there is any additional ongoing revenue for these years.~~

~~Unit members who resign, have resigned, or are terminated from the District prior to the date of ratification and approval by the Board of Trustees of this Agreement, respectively, shall not be eligible for pay increases or one-time payments, resulting from said Agreements.~~

There will be an ongoing two-and-a-half percent (2.5%) applied to the certificated salary schedules beginning January 1, 2024. There will be an additional ongoing three (3%) applied to the certificated salary schedules beginning July 1, 2024. Each unit member, in paid status on the date of this agreement, will receive a one-time payment of four percent (4%) off schedule. The one-time payment will be paid according to the unit member’s base salary on the date of this agreement.

Effective July 1, 2024, the contribution for Health & Welfare will increase from \$15,395 to \$16,000 per FTE. The District will increase the Health & Welfare contribution in accordance with Article 7.2.

7.2 FRINGE BENEFITS

7.2.1 Under no circumstances shall the total amount of annual District contributions for health insurance premiums exceed ~~\$15,395.00~~ **16,000** for a three-tiered rate system (one-party, two-party, and

full-family). Any additional contribution amounts for such insurance shall be paid by the unit member in ten equal monthly payroll deduction installments.

7.2.2 The District agrees to maintain a general health benefits pool for BTA unit members. The pool is the mechanism for distributing the District's health care contribution, pursuant to Section 7.2.1. The District contribution is calculated based on the number of Full-Time Equivalents (FTEs) employed on the first business day on or before January 1 of each year and the amount is determined by multiplying the number of months used by each bargaining unit member by the monthly allowance for health benefits (~~(\$15,395.00~~16,000.00 ÷ 12 months = ~~\$1,179.33~~1,333.33 per month) to get a total aggregate dollar amount. The internal caps will be determined by BTA. These internal caps may be modified by BTA prior to open enrollment on an annual basis. BTA will notify the District when changes are necessary. Unspent money remaining in the pool at the end of the year shall be rolled over into the next contract year. When health benefit premium costs exceed the pool funds and/or the District maximum annual health benefit contribution, any excess costs shall be paid by all participating bargaining unit members.

ARTICLE 9 EVALUATIONS

9.4 EVALUATION NOTIFICATION

9.4.1 Those permanent unit members, who are scheduled to be formally evaluated, will be so notified by the appropriate administrator no later than October 15 of the school year. The evaluator will provide a notice to the unit member three (3) days prior to a formal observation or upon a mutually acceptable date and time.

9.4.2 Any permanent unit member who begins work after October 15, shall be notified by the appropriate administrator of the District's intention to perform an evaluation within 45 workdays of the permanent unit member's start date/return to duty. The evaluator will provide a notice to the unit member three (3) days prior to a formal observation or upon a mutually acceptable date and time.

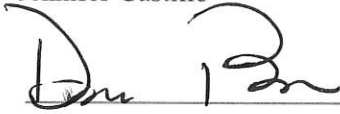
Unit members who resign, have resigned, or are terminated from the District prior to the date of ratification and approval by the Board of Trustees of this Agreement, respectively, shall not be eligible for pay increases or one-time payments, resulting from said Agreements.

This agreement is subject to ratification and Board of Trustees approval.

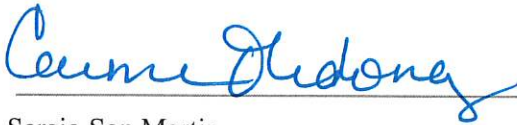
For Beaumont USD



Jennifer Castillo



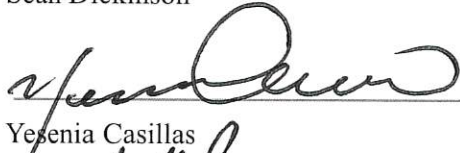
Domenica Bernauer



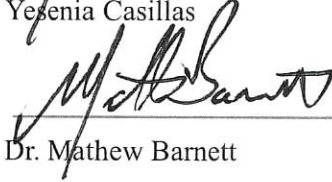
Sergio San Martin



Sean Dickinson



Yesenia Casillas

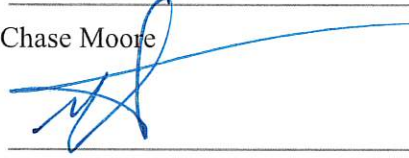


Dr. Mathew Barnett

For BTA



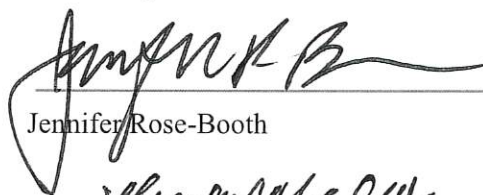
Chase Moore



Michael Williams



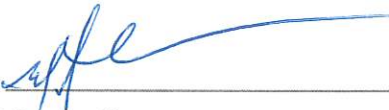
Catalina Quintero



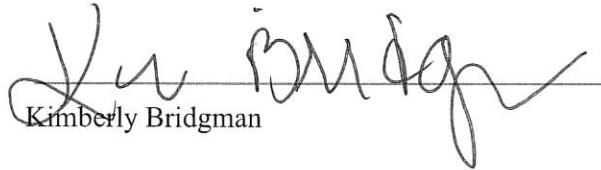
Jennifer Rose-Booth



Chuck Rathfelder



Martyn Charron



Kimberly Bridgman