

Beaumont Teachers Association and CTA

2025-26 Initial Negotiations Proposal

To

Beaumont Unified School District

August 2024

The Beaumont Teachers Association and CTA will offer proposals and sunshine the following:

Proposal to add new article – Special Education

SPED Caseload & Class Size Caps

Caseloads for other non-classroom staff, psychologists, SLPs, RNs etc.

Recognition of Early Childhood Education programs

Overage pay for when over caseloads

Extra duty language

Guaranteed number of aides

Guarantee space and facilities

Guarantee materials and necessary supplies

Divide elementary learning center so it is not all grade levels in one classroom

Stipend or retention bonus

Guaranteed time for IEP testing/meetings/paperwork

Article 3 – Working Hours

Proposal to add Elementary Planning time

Add Special Education Department Chairs

Proposal to eliminate static numbers and tie them to current rates / salary schedule

3.10.1 – Secondary Department Chair

Current – \$38.50 per section

Article 5 – Early Retirement Benefit Program

Proposal to eliminate static numbers and tie them to current rates / salary schedule

5.4.1 – Insurance cap for early retirees

Current Rate for Retirees – \$10,000

Current Rate for Certificated Employees – \$16,000 per FTE

Article 7 – Compensation and Fringe Benefits

Proposal to increase salary and healthcare benefits

Proposal to eliminate “static” numbers and tie them to current rates / salary schedule

7.8.1 – Daily Rate

Current Rate (up to four hours) – \$112.50

This is not even 2.5 hours pay at current hourly rate

Current Rate (full day) - \$225.00

This is roughly 4.5 hours pay at current hourly rate

Proposal to move stipends from R1C1 to R1C5

Propose increasing Athletic Stipends across the board to match other districts

Propose to increase CIF Playoff “bonus” and make it per playoff week.

Addition of relevant stipends (new sports/programs such as Esports)

Increase of EMT coordinator stipend