

Tentative Agreement

Between

the

Bellflower Unified School District

and

Bellflower Teachers' Association

March 31, 2025

Article XVII – Salaries and Benefits

The District shall increase all certificated 2024-2025 salary schedules, appendices A, B, C, D, E, F, all stipends and Career Incentives by 1.5% for the 2024-2025 school year retroactive to July 1, 2024.

Effective July 1, 2025, an annual stipend of \$1,240 plus 1.5% shall be given to teachers whose teaching assignment is the District's dual immersion program and hold a current and valid BCLAD credential.

For the 2025-2026, 2026-2027, and 2027-2028 school years, the work year for all certificated bargaining unit members shall be increased by two (2) days for professional development provided by the District that supports instructional excellence, student achievement, school climate and culture, and the professional growth of unit members. Attendance and participation shall be mandatory. Unit members shall be paid at the unit member's daily rate which shall include Career Incentives.

Prior to the 2028-2029 school year, the District and the Association shall negotiate the continuation of these additional professional development days. If no agreement is reached, the work year for all certificated bargaining unit members shall revert to its length prior to 2025-2026, and unit members' salaries shall be reduced by an amount equivalent to two (2) workdays at their daily rate, including Career Incentives.

In order to accommodate the extra work days for the 2025-2026, 2026-2027, and 2027-2028 school years, the following adjustments shall be made to the 2025-2026, 2026-2027, and 2027-2028 calendars:

	<b>2025-2026</b>	<b>2026-2027</b>	<b>2027-2028</b>
<b>New Teacher Start</b>	Monday, August 11	Monday, August 10	Monday, August 9
<b>Teachers' First Day</b>	Tuesday, August 12	Tuesday, August 11	Tuesday, August 10
<b>New PD Day #1</b>	Wednesday, August 13	Wednesday, August 12	Wednesday, August 11
<b>New PD Day #2</b>	Thursday, August 14	Thursday, August 13	Thursday, August 12
<b>Existing PD Day</b>	Friday, August 15	Friday, August 14	Friday, August 13
<b>Students' First Day</b>	Monday, August 18	Monday, August 17	Monday, August 16

Additionally, the following coaching assignments are hereby added to Appendix E of the Stipend Schedule (with 2024-2025 pay levels indicated in parentheses for reference), and each of these stipends shall receive a 1.5% increase, retroactive to July 1, 2024.

- Girls Flag Football – Head Coach (\$3,130)
- Girls Flag Football – Assistant Coach (\$2,768)
- Girls Flag Football – JV/Frosh Coach (\$2,768)
- Girls Beach Volleyball – Head Coach (\$3,130)
- E-Sports – Head Coach (\$3,130)
- Stunts – Head Coach (\$3,130)



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BUSD Representative



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BTA Bargaining Chair