

ITEM FOR ACTION**APPROVAL OF COLLECTIVE BARGAINING AGREEMENT
WITH THE BEAVERTON EDUCATION ASSOCIATION****SUMMARY**

Beaverton School District and the Beaverton Education Association (BEA) have completed negotiations and reached a tentative agreement on a three-year contract, effective July 1, 2024–June 30, 2027.

BACKGROUND

The district and BEA, the union representing teachers and licensed specialists, have negotiated a successor contract to the 2021–2024 collective bargaining agreement.

The district and BEA engaged in negotiations from February 15, 2024, until January 29, 2025, when agreement was reached by the parties. Key features of the agreement include:

- Raising pay by 14.75% over three years for all licensed staff with cost-of-living adjustments of 5% in 2024–25 retroactive to July 1, 4.75% in 2025–26, and 5% in 2026–27, in addition to the step increases eligible employees receive each year.
- Covering insurance by \$75 more per month for the remainder of 2024–25, \$130 in 2025–26, and \$100 in 2026–27, raising the district's contribution for licensed employees' health insurance premiums to \$2,131 per month.
- Language changes to specific provisions in more than 20 articles and appendices. The tentative agreements on each section are published on the [district website](#).
- The previous collective bargaining agreement expired June 30, 2024, and licensed staff have continued working under the terms of that contract while a successor contract was negotiated. The new agreement will be in effect through June 30, 2027.

The BEA bargaining unit membership voted on ratification of the agreement February 3–6, 2025. The agreement was approved by 94% of voting members.

RECOMMENDATION

It is recommended that the board approve the terms of the agreement between the district and the Beaverton Education Association.

SUGGESTED MOTION

I move to approve the terms of the collective bargaining agreement with BEA.

Belong. Believe. Achieve.