

MEMORANDUM OF UNDERSTANDING
between the
BELLEVUE EDUCATION ASSOCIATION
and the
BELLEVUE SCHOOL DISTRICT
Regarding
Regarding Implementation of Building and Department Leadership Teams

In 2019 the District and the Association agreed to the formation of Racial Equity and Inclusion Teams and Building and Department Leadership Teams as outlined in Article 21. Phantom Lake staff have requested the ability to modify the Building Leadership Teams compensation model. BEA and the District believe this request goes beyond a request for contract waiver as delineated in Article 28, Section 5 because it requests a modification of compensation, but does follow the intent of Article 28, Section 5 as outlined. The overwhelming majority of certified staff support the modification request, as does the administrative team at Phantom Lake.

BSD and BEA recognize and acknowledge that there are many ways to achieve the desired outcomes we intend for these teams. To that end, both parties agree that the staff at Phantom Lake will implement the compensation specified in the contract for these teams in the following way:

The \$2000 stipends allocated for 8 members of the Building Leadership Team as identified in Article 21, Section 3 and the Building Leadership Funds as identified in Article 22, Section 4 will be pooled and shared proportionately by hours worked across the certificated staff members of all teams identified and formed at the building.

The effectiveness of this compensation structure will be reviewed annually in the spring by the building leadership team. That review will be shared with the Association and District via Meet & Confer in advance of contract negotiations in 2022.

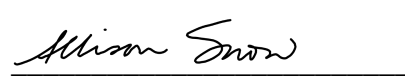
Date: 9/22/2020

For the District:



Dr. Jeffrey J. Thomas
Assistant Superintendent of Human Resources
Bellevue School District

For the Association:



Allison Snow
President
Bellevue Education Association