

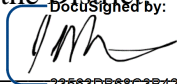
MEMORANDUM OF UNDERSTANDING
 between the
 BELLEVUE EDUCATION ASSOCIATION
 and the
 BELLEVUE SCHOOL DISTRICT
 Regarding
 Regarding Implementation of Building and Department Leadership Teams and the Modification
 of a Dual Language and Immersion Leadership Team

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. Dual Language administration and staff have requested the ability to modify the Memorandum of Understanding Regarding Dual Language and Immersion Program Staff Supports in the Collective Bargaining Agreement (p. 160) in order to support formation of a leadership team specific to their work. 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 and the identified use of funds for the Dual Language and Immersion MOU, but does follow the intent of Article 28, Section 5 as outlined. The overwhelming majority of certificated staff support the modification request, as does the administrative team for Dual Language/Multi-Language Learners. The parties agree to the continuation of a Dual Language and Immersion Leadership Team that would follow the provisions outlined in Article 21, Section 3, adding this team as an identified Teaching and Learning department team. Compensation for team members would be from the identified funds reserved in the MOU on p. 160. The estimated cost for 9 stipends at \$2,000 per stipend is \$22,500. The remaining allocation of funds may be accessed as delineated in the MOU.

The effectiveness of this team will be reviewed annually in the spring by the Executive Director of Teaching and Learning and the Dual Language and Immersion Leadership Team. That review will be shared with the Association and District via Meet & Confer in advance of contract negotiations in 2022.

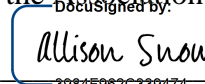
Date: 8/26/2021

For the District: DocuSigned by:



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

For the Association: DocuSigned by:



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 Allison Snow
 President
 Bellevue Education Association