

MEMORANDUM OF UNDERSTANDING  
 between the  
 BELLEVUE EDUCATION ASSOCIATION  
 and the  
 BELLEVUE SCHOOL DISTRICT  
 Regarding  
 Regarding Implementation of Building and Department Leadership Teams for the 2021-2022  
 School Year

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 continue modification of the Building Leadership Teams compensation model as identified in the MOU titled “Regarding Implementation of Building and Department Leadership Teams adopted in June of 2020”. In addition, Bennett staff have also requested this same modification for the 2021-2022 school year. 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 do the administrative teams at Phantom Lake and Bennett.

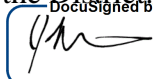
BSD and BEA recognize and acknowledge that there are many ways to achieve the desired outcomes we intend for these teams. To that end, both parties agree that the staff at Phantom Lake and Bennett will implement the compensation specified in the contract for these teams in the following way:

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.

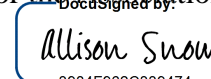
Date: 8/27/2021

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