

MEMORANDUM OF UNDERSTANDING
between the
BELLEVUE EDUCATION ASSOCIATION
and the
BELLEVUE SCHOOL DISTRICT
Regarding Impact of the Pandemic of Coronavirus
And Staffing Adjustments for the 2021-2022 School Year

1. Reassignment and Transfer of Certificated Staff:

- a. Any individual who is transferred either through the voluntary or involuntary process after Sept. 1, 2021 and before October 1, 2021 will have the opportunity to return to their previous site of employment for the 2022-2023 school year subject to all currently defined contractual protections and procedures.
- b. Should involuntary transfers be necessary for filling positions, all provisions for Involuntary Transfer from Article 10 of the Collective Bargaining Agreement (CBA) shall apply.
- c. Certificated staff who may be reassigned or who voluntarily transfer shall be able to utilize the provisions in Article 10 related to compensation and release time delineated in Section 6, paragraph b. The release time may be utilized any time during the school year in consultation with the principal.
- d. Throughout the staffing process the District and the BEA shall remain in communication through Meet and Confer.

2. Precedence: This Memorandum of Understanding (MOU) shall be in effect for the 2021-2022 school year, terminating July 31, 2022. Unless expressly identified in this MOU, all other provisions of the CBA shall remain in full effect. This MOU and the practices and policies it describes for mitigation of the effects of staffing changes of the COVID-19 epidemic is non-precedence setting and is intended to address the specific and unprecedented circumstances presented by the response to the pandemic during the 2021-2022 school year.

3. Monitoring and Oversight: The parties agree to monitor the provisions of this MOU and related components of the Collective Bargaining Agreement to ensure the health and safety of staff, the consistency and efficacy of the work and educational environment, and the adherence to and interpretation of these provisions. Oversight shall be through the regularly scheduled Meet and Confer meetings throughout the 2021-2022 school year.

Date: September 16, 2021

DocuSigned by:
For the District:
Art Jarvis
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Dr. Art Jarvis
Interim Superintendent
Bellevue School District

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