

MEMORANDUM OF AGREEMENT
between the
PRINCIPAL AND ADMINISTRATOR COLLABORATIVE - BELLEVUE
and the
BELLEVUE SCHOOL DISTRICT
Regarding
Compensation, Modifications
To the Collective Bargaining Agreement
For the 2020 – 2021 Contract Year

On June 30, 2020 representatives from PAC-B and the District reached consensus on a one-year agreement extension of the Collective Bargaining Agreement. This Memorandum of Agreement (MOA) modifies Appendix B, Compensation, for the 2020 – 2021 contract year effective July 1, 2020 and upon ratification of the School Board.

1. Salaries shall be set as delineated in the attached salary schedule. Salaries reflect market adjustments, maintaining BSD certified administrator salaries as competitive with other area school districts.
2. Technology stipend for certified administrators is increased from \$1,800 to \$2,00 dollars per year.

This MOA also stipulates the following commitments:

- A. Review of the evaluation process and evaluation instrument (TPEP) for consideration of changes to Article VIII, Administrator Evaluation. The committee shall have the following parameters:
 - Joint committee with equal numbers of district representatives and PAC-B representatives with no greater than six (6) total members.
 - The committee shall begin its work no later than October 1, 2020.
 - The committee shall complete its work and make recommendations no later than January 31, 2021.
 - The committee may enlist the use of consulting services as necessary to complete the work.
- B. Review of the compensation structure for certified administrators for consideration for changes to Article V, Compensation. The committee shall have the following parameters:
 - Joint committee with equal numbers of district representatives and PAC-B representatives with no greater than six (6) total members.
 - Data gathering and research shall be conducted prior to February 1, 2021.
 - The committee shall begin its work no later than February 1, 2021.
 - The committee shall complete its work and make recommendations no later than March 31, 2021.
 - The committee may enlist the use of consulting services as necessary to complete the work.
 - The review of compensation structures shall have two distinct perspectives, 1) Principal and assistant principal, 2) Certified director.
- C. Review of processes related to career advancement and opportunity, including the following:
 - Clarification of Human Resources processes related to how position vacancies are posted and filled.

- Create consultation and information process for PAC-B related to certified administrator position vacancies and how position(s) may be filled.
 - Explore the creation of a formalized career advancement and preparation process for certified administrators.
- D. Superintendent Advisory – PAC-B Communication
- Each year the Superintendent shall communicate with PAC-B representatives regarding his requirement for communication structures and processes prior to the first day of school in September 2020.
 - PAC-B representatives shall ensure that the Superintendent is aware of all identified and selected members of PAC-B work teams and committees.
- E. Labor/Management Communication
- PAC-B and district representatives shall meet monthly to address items of concern as they relate to conditions of employment, including workplace issues and items of concern.
 - A PAC-B representative shall be invited to attend BEA Meet and Confer as a member of the District team to provide perspective from building administrators related to items that impact BEA. Sensitive personnel items will not be addressed while a PAC-B representative is present.

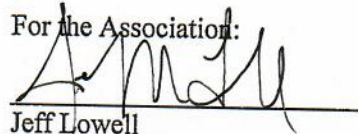
Date: 7/08/2020

For the District:



Dr. Ivan Duran
Superintendent
Bellevue School District

For the Association:



Jeff Lowell
President
PAC- B