

RELEASE TIME MOU FOR CERTIFICATED PRESIDENT
AGREEMENT REGARDING ELECTED UNION OFFICER RELEASE TIME
BASED ON EDUCATION CODE 44987

Background

Carrie Boyce has been elected to serve as President of the Bellevue Educators Association ('BEA') for a period that includes the 2025-2026 school year; and

Under Education Code 44987, the president has a right to be released from her duties as a certificated employee of the district to conduct Association business on a leave of absence without any loss of pay or benefits; and

Under Education Code 44987, BUSD is entitled to reimbursement by BEA/CTA for this requested statutory leave of absence; and

Through this agreement, Carrie Boyce seeks leave time under Education Code 44987 that is in addition to and separate from any type of union release time that is currently provided for in our current Collective Bargaining Agreement, in any other agreement, or by District practice.

Agreement

1. The District will grant Carrie Boyce a paid leave of 0.20 FTE (taken as 36 full working days) for the 2025-2026 school year, without any loss of pay or benefits, including health and welfare benefits and employer STRS contributions. The 36 full working days will occur on a regular and consistent work day between August 27, 2025 and May 27, 2026.
2. Ms. Boyce shall fulfill all regular contractual duties and obligations enumerated in the CBA including, but not limited to, participation in IEP's, parent conferences, Professional Development Days, Back to School and Open House.
3. Ms. Boyce will follow the established District practice requiring all visitors to a school site to sign in and out of the Visitor's Log in each school site's main office.
4. Ms. Boyce shall follow the obligations of the EERA and CBA when conducting organizational business: only during duty-free (lunch periods, rest breaks) of non-work hours and in non-work settings such as before or after work or during break times and in non-work areas such as the parking lot or staff lounge. Ms. Boyce will not engage in union activity that interrupts instruction and class time or prep periods to discuss union issues with unit members.
5. Ms. Boyce will not use district copiers, materials or supplies or other district resources to engage in concerted union activity.

6. BEA/CTA will comply with its obligations under Education Code 44987 by ensuring that the District be reimbursed for the full cost of Mrs. Boyce's leave, including benefits, STRS contributions, and other employer costs. The daily cost as of date of this agreement is \$967.22, which may be adjusted based upon subsequent negotiated agreements with the Association. CTA/BEA will make payment to the District within 10 days after receipt of the District invoice.

7. BEA agrees that Mrs. Boyce will remain on a 0.20 FTE leave per the terms of this agreement through June 30, 2026. In the event that the parties no longer wish to continue this arrangement, Mrs. Boyce and BEA, or the superintendent may make an application to return to full 1.0 teaching status for the second semester of the 2025-26 school year. This application must be received by the Superintendent no later than December 30, 2025. The Superintendent has sole discretion whether to agree to return to a full 1.0 FTE teaching position during the 2026-27 school year.

8. Mrs. Boyce retains her right to a 1.0 FTE teaching position, and shall be returned to her 1st grade classroom teaching assignment at Bellevue Elementary School effective July 1, 2026.

9. This Agreement shall expire in full after June 30, 2026. It shall not set precedence in any way.

For BEA, Carrie Boyce, President: _____

Dated: _____

For the District, Michael Kellison, Superintendent: _____

Dated: _____