

Bellevue Union School District

**Memorandum of Understanding (MOU)
Between the
Bellevue Union School District (BUSD)
and Bellevue Education Association (BEA)**

MOU Agreement on Intervention Support for Transitional Kindergarten and Kindergarten

The Bellevue Education Association (hereinafter referred to as "Association") and the Bellevue Union School District (hereinafter referred to as "District") enter this Memorandum of Understanding ("MOU") on June 11, 2025.

Purpose:

This MOU outlines the agreement between Bellevue Union School District and the Transitional Kindergarten (TK) and Kindergarten teachers regarding the provision of student intervention instruction during the time block of 1:00 PM to 2:45 PM on designated school days.

District and Association therefore agree to following:

Scope:

The intervention program is designed to support early learners who require additional academic assistance, with a focus on foundational literacy skills and development. This MOU ensures that TK and Kindergarten teachers will allocate time and instructional strategies to deliver targeted support during the specified period.

Terms of Agreement:

1. Schedule:

- Teachers will provide intervention services from **1:00 PM to 2:30 PM**, Monday, Tuesday, Thursday and Friday, unless otherwise agreed upon or modified by administration in consultation with the providing teachers.
- Intervention Groups will begin the week of September 2nd
- Teachers providing intervention will not be pulled to substitute or to provide coverage for another classroom.

2. Instructional Focus:

- Small group or individual instruction will focus on identified student needs based on assessment data, teacher observations, and/or MTSS (Multi-Tiered System of Supports) recommendations.

3. Planning and Materials:

- Teachers will be given appropriate access to materials and resources necessary for delivering effective intervention.
- Teachers will be provided appropriate planning time in the following manner of a total of 47 hours of preparatory time:
 - **Beginning of the school year:**
 - 2 weeks total = **20 hours** (August 18-29, 2025)
 - **Between Trimesters (1–2 and 2–3):**
 - 1 week between each = **18 hours total**

- **End of school year:**

- 1 week = **9 hours**

- Teachers will receive an additional daily 15 mins once intervention groups begin.

4. Coordination and Support:

- 6:1 teacher to adult ratio will be maintained during small group instruction
- Teachers will collaborate with support staff, specialists, and administration to ensure the alignment and effectiveness of interventions.
- Intervention Teachers will collaborate with classroom teachers as to which students will receive intervention services
- Teachers agree to collect data on student progress as a means to monitor the effectiveness of the intervention support.

5. Monitoring and Duration:

- TK/K teachers and their principals will meet to identify indicators of effectiveness and/or success, and when and how to make adjustments to the program as needed.
- This agreement is in effect from August 14, 2025 - June 30, 2026, subject to review or renewal based on program effectiveness and staffing needs.

This MOU shall not set a precedent for any reason, nor shall it serve as the basis for any future negotiations regarding student intervention support in Transitional Kindergarten or Kindergarten.

This MOU has been agreed to by representatives of the District and the Association and shall be considered binding to the limited terms described under this MOU and shall expire in full without precedent on June 30, 2026, unless extended by mutual written agreement.

Dated: _____ Dated: _____

For the Association: For the District:

Carrie Boyce, President

Michael Kellison, Superintendent

A copy of this signed Memorandum of Understanding will be kept on file by both parties.