MEMORANDUM OF UNDERSTANDING

This **Memorandum of Understanding** is made by and between Bethel School District No. 403, a public school district located in Pierce County, Washington ("the District") and the Bethel Education Association ("the Association").

Recitals

1. The Association and the District entered into a Collective Bargaining Agreement for the 2026-27, 2027-28, and 2028-29 school years.
2. The District currently offers certain music programs before the regular school day through a "zero hour" format.
3. The teachers assigned to these programs have performed the zero hour assignment as part of their regular 1.0 FTE teaching assignment.
4. The District and Association agree to transition these programs from zero hour to a club format beginning with the 2026–27 school year.

Agreement

The parties agree as follows:

1. **Morning Music Labs.** Beginning with the 2026–27 school year, the District's existing high school zero-hour music programs will transition to a before-school format known as "Morning Music Labs." The District may authorize up to three Morning Music Lab advisor assignments at each of the following high schools each school year: Bethel High School, Graham-Kapowsin High School, and Spanaway Lake High School. The District will determine annually which Morning Music Labs, if any, will be offered at each school based on student interest and program needs. Exhibit A contains the draft advisor description for Morning Music Labs.

2. **Compensation.** A teacher assigned by the District to serve as an advisor for an approved Morning Music Program will receive $7,000 per school year through a supplemental service agreement with the teacher. The compensation applies to the assignment regardless of whether the teacher previously held a zero-hour assignment.

   The compensation provided by this MOU applies only to Morning Music Labs authorized under Section 1. It does not apply to other music clubs, activities, or advisor

assignments.

3. **Contract FTE.** This MOU and the transition to a club format do not, by themselves, change an affected teacher's contractual FTE.

4. **Complete Agreement**. This Agreement contains all of the promises and covenants exchanged by the parties. In executing this Agreement, all parties warrant that they are relying solely upon their own judgment and knowledge and that they are not relying on any statements or representations made by the opposing party.

5. **Term of Agreement**. This Agreement shall remain in effect for the duration of the current Collective Bargaining Agreement.

6. **Laws of the State of Washington**. This Agreement shall be interpreted and construed under the laws of the State of Washington.

BETHEL EDUCATION ASSOCIATION

By Janet Caldwell

Date 9/3/26

BETHEL SCHOOL DISTRICT NO. 403

By

Date 9/3/26