

MEMORANDUM OF UNDERSTANDING  
between the  
BELLEVUE EDUCATION ASSOCIATION  
and the  
BELLEVUE SCHOOL DISTRICT  
Regarding  
CURRICULUM

The District and Association have a mutual interest in acquiring high quality curriculum in all subject areas. The expertise, insight, and creativity of the teacher are essential to the development and delivery of curriculum that meets the diverse needs of students. The curriculum includes grade level and content-area goals, objectives, lessons, assessments, and materials. Teachers should exercise professional judgment in determining when and how to modify or supplement lessons to meet the needs of students and achieve unit and lesson objectives.

If a teacher deems a lesson in the curriculum to be inadequate to meet the needs of students, the teacher's professional judgment will be used to determine if the lesson simply needs modification and/or supplementation or if a different lesson would better meet the needs of students, while still meeting lesson objectives. Modifications and supplementation are allowed and encouraged as a way to improve lessons and/or extend learning. While teachers are encouraged to submit modifications as a benefit to other teachers and in an effort to improve the curriculum, there is no obligation to do so.

Teachers also have the professional latitude to replace a lesson in the curriculum, while meeting the lesson objectives, if another lesson would better meet the learning needs of students. After teaching an alternative lesson they found successful, teachers are expected to submit that lesson to a review panel for consideration as either a replacement to the current lesson in the curriculum or as an optional lesson to enrich the curriculum. This process, which is intended to continually improve the curriculum, would be expected only when the teacher has replaced a lesson in the curriculum, not when a teacher has modified or supplemented a lesson.

It is the intention of the parties that the process for submitting lessons will include a variety of methods designed to be efficient and respectful of a teacher's time. A review panel to include not less than five members comprised of grade level or content-area representatives, a curriculum coach or developer, and a principal will be established to read and review alternative lessons. The grade level or content-area representatives may be selected through a volunteer process and/or through a peer nomination process.

Agreed to this 28<sup>th</sup> day of August 2008

FOR THE DISTRICT:

FOR THE ASSOCIATION:

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Spencer H. Welch  
Executive Director of Human Resources

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Michele Miller  
Bellevue Education Association President