



Bethel Education Association
201 43rd Avenue SE
Puyallup, Washington 98374-2183
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Waiver Process

Step One: A Bethel School District school that would like to modify the contract will notify the Bethel Education Association that they are seeking a waiver for part of the contract. They need to explain what section of the contract will be changed for the school in question and what the new provisions are. The request needs to be sent to the President and Executive Board. They need to allow a minimum of one scheduled cycle for the Executive Board and the BEA Representative Council to meet to ratify the change.

Step Two: The President and Executive Board will hold a vote on the change among the teachers of the affected school. The vote will be held at an appropriate time to allow all members of the affected school to be able to vote. The BEA will conduct the vote of members. The vote will be secret and closed to non-members. The members must have an eighty percent (80%) yes vote before the Executive Board and Representative Council will consider any possible waiver.

Step Three: If the vote in the building is over the eighty percent yes vote the Executive Board will consider the waiver and make a recommendation. This action will be reported to the Representative Council.

Step Four: After the consideration by the Executive Board the waiver request will be considered at the next scheduled Representative Council meeting. Representatives will see the request for waiver a minimum of twenty-four hours before the scheduled meeting. The Representative Council will then consider the waiver request and vote at the meeting for acceptance or rejection of the waiver.

Step Five: The waiver will be in effect for one year and needs to be renewed each year.