

Memorandum of Understanding

Evergreen Education Association

Evergreen Public Schools

2018 – 2019

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The Evergreen Education Association (EEA) and Evergreen Public Schools (EPS) agree to the following memorandum of understanding to address Written Reprimands issued to certificated employees who did not complete their mandatory Safe Schools training by the published deadline of October 12, 2018.

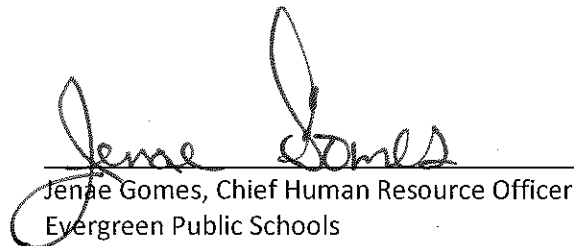
The Parties agree as follows:

1. If the certificated employee completes mandatory Safe Schools training for the 2019-2020 school year on or before the published deadline, the Written Reprimand will be removed from their personnel file upon written request.
2. If the certificated employee elects to separate from service with Evergreen Public Schools on or before the published deadline for the 2019-2020 mandatory Safe Schools training, the Written Reprimand will be removed from their personnel file upon written request.
3. If the certificated employee has a discipline issue between the failure to complete mandatory Safe Schools training by the deadline for the 2018-2019 school year and completion of mandatory Safe Schools training on or before the published deadline for the 2019-2020 school year, the discipline will not be treated progressively, if the issue is an unrelated policy violation.
4. If the certificated employee does not complete their mandatory Safe Schools training for the 2019-2020 school year on or before the published deadline, the Written Reprimand will not be removed from their personnel file and discipline will follow progressive steps.

Signed this date of November 6<sup>th</sup>, 2018



William Beville, President  
Evergreen Education Association



Jenae Gomes, Chief Human Resource Officer  
Evergreen Public Schools