

Letter of Agreement

Reading Specialist Grievance Settlement

2018-2019

This agreement is made and entered into by the Evergreen Education Association (EEA) and Evergreen Public Schools (EPS) in effort to resolve a grievance brought forth by the Association in September 2018.

The District agreed it would not involuntarily transfer two current Reading Specialist to two newly created classrooms. Instead, the two Reading Specialists shall remain in their positions, as assigned.

Such course of action is with the understanding the parties agree to revise the language in two sections of the collective bargaining agreement henceforth, as identified below:

Article VIII – Instruction Supportive Learning Environment
Section B- Student / Teacher Ratio and Maximum Load
~~5- Reading Specialists~~

5. Elementary Academic Interventionists:

Interventionists are generated through LAP/Title resources. Interventionists monitor and provide the delivery of supplemental reading and math services to students identified as below grade level and identified as eligible for LAP/Title. Interventionists are part of the general education program and subject to all provisions outlined in the collective bargaining agreement similar to basic education positions. See Article III Personnel Section I. c.

Interventionists shall work with building administrators to create a manageable daily/weekly schedule and student load, which includes identified student instructional blocks for working with students, lunch, breaks, and planning time.

Article III – Personnel

Section I. – Employee Transfer (Voluntary and Involuntary)

5. Involuntary Transfer Due to Building Overstaffing

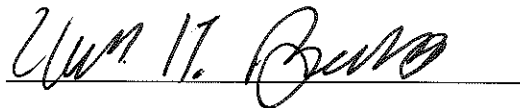
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- c. Within K-5, if no one volunteers to transfer, the principal/supervisor will transfer, involuntarily, the employee in the proper grade band with the least FTE experience with the District who qualifies for the opening available by having subject area preparation or teaching experience in the new assignment and the departure must help solve the over staffing problem. The proper grade band is defined as currently assigned within one grade of the available opening except that for those teaching K or 5th, it would be within two grades. A person teaching a blended or split class is able to select the option of either being available to transfer one grade level up or down from the current split or blend assignment. Elementary Academic Interventionists will be considered after grade band review.

The Association withdraws the grievance.

Executed in Vancouver, Washington 3 day of October, 2018.

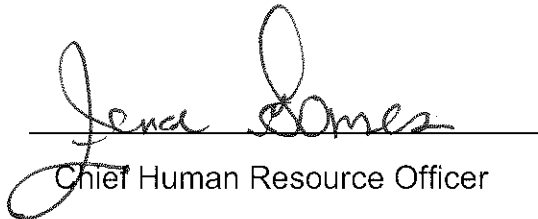
For EEA:



EEA President

William Beville

For EPS:



Chief Human Resource Officer

Jenae Gomes