

**Memorandum of Understanding  
Evergreen Education Association  
Evergreen Public Schools**

**Recruitment and Retention Stipend**

The Evergreen Education Association (EEA) and Evergreen Public Schools (EPS) agree to create a Recruitment and Retention Stipend for Elementary Structured Learning Classrooms (SLC) and 49th Street Academy certificated employees. This stipend will be initially offered to certificated candidates for employment offered beginning in February 2020 and thereafter. The terms of those eligible for the stipend(s) will be as articulated:

**1. Recruitment: \$2,000 One-Time Stipend**

Eligibility:

- An internal certificated employee who is a .5 FTE or more and holds a special education endorsement with any amount of experience in an SLC elementary position or 49th St Academy, who applies, is offered and accepts the transfer assignment will be eligible to receive a \$2,000 one-time recruitment stipend.
- An external certificated candidate who holds a special education endorsement, has up to four years of experience in an SLC elementary position or 49th St Academy position who applies for a .5 FTE position or more, is offered and accepts the assignment will be eligible to receive a one-time \$2,000 recruitment stipend
- A certificated employee will only be eligible for one-time receipt of this stipend during the course of being employed with EPS.

Payment:

- The one-time recruitment stipend will be paid in the October payroll.

**2. Retention: \$1,500 Annual Stipend**

Eligibility:

- A current certificated employee who is .5 FTE or more and successfully completes a full school year (180 days) in an SLC elementary position or 49th St Academy will be eligible to receive a \$1,500 annual retention stipend beginning in August 2021 upon signing an employment contract in an SLC elementary position or 49th St Academy for the next school year.
- The annual retention stipend will not be available to an employee during the same school year as receiving a recruitment stipend.

Payment:

- The annual retention stipend will be paid in the August payroll.

**Experience: \$2,500 Recruitment Stipend / \$1,500 Retention Stipend:**

Eligibility:

- An external certificated candidate who holds a special education endorsement with 5 or more years experience working within an SLC/Behavior program or similar program, who applies for a .5 FTE or more position, and who is offered and accepts an assignment into an SLC elementary or 49th St Academy position, will receive a one-time recruitment stipend of \$2500 during the month of October and will receive the annual retention stipend of \$1500 during the month of August of the same school year.
- Internal certificated employees who are a .5 FTE or more and hold a special education endorsement with 5 or more years experience working within an SLC elementary or 49th St Academy position, who applies, is offered and accepts the transfer assignment into an elementary SLC or 49th St Academy position, will receive a one-time recruitment stipend of \$2500 during the month of October and will receive the annual retention stipend of \$1500 during the month of August of the same school year.
- Internal certificated employees who are a .5 FTE or more and hold a special education endorsement with 5 or more years experience and who are currently working in an SLC elementary or 49th St Academy position, will be provided an annual retention stipend of \$1500 beginning in August 2021.

(not eligible for \$2500 recruitment stipend)

- The experience recruitment and experience retention stipends will be paid during the first school year upon successful completion of the full school year (180 days) upon the completion of signing an employment contract for the next school year in an elementary SLC or 49th St Academy position.
- A certificated employee is only eligible for this recruitment experience stipend one-time during the course of being employed with EPS.

Payment:

- The one-time recruitment experience stipend of \$2500 will be paid during the month of October.
- The annual retention experience stipend of \$1500 will be paid annually during the month of August.

• Jenae Gomes  
For the District  
Jenae Gomes, Chief Human Resource Officer

02-11-2020  
Date

• William H Beville  
For the Association  
William Beville, Evergreen Education Association President

2/11/2020  
Date