

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

The Evergreen Education Association (EEA) and Evergreen Public Schools (EPS) agree to assign Board Certified Behavior Analysts (BCBA's) to the bargaining unit beginning the 2020-2021 academic year. BCBA candidates will be posted internally to the bargaining unit and externally, pursuant to the Collective Bargaining Agreement (CBA), Article III. Personnel. Section I. Employee Transfer (Voluntary and Involuntary Transfer). Upon hire, these certificated employees shall be placed on the salary schedule pursuant to the CBA, Article IV. Salary Schedules and Benefits, Section A. Salary Placement and WAC 392-121-264, which allows Educational Support Associates to receive two additional years of salary experience for private sector work in their respective field(s).

Signed this date of March 12, 2020



For the District
Jenae Gomes, Chief Human Resource Officer
Evergreen Public Schools



For the Association
William Beville, President,
Evergreen Education Association