

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

The Evergreen Education Association (EEA) and Evergreen Public Schools (EPS) bargained a new provision related to the number of years of service recognized on the salary schedule for CTA and ESA employees for the 2020-2023 Collective Bargaining Agreement (CBA). When updating the CBA in the Fall of 2020, the parties erred when they did not make a necessary correction in a corresponding section of the Agreement. The corrected language, as reflected below, represents the party's intent:

Article XI. Employee Reduction and Recall


5. Selection within Employment Categories

Employees shall be considered for retention in available positions within the employment categories or specialties for which they qualify under Subsection A.3. In the event that there are more qualified employees than available positions in a given category, the following criteria shall be used to determine which employees shall be recommended for retention:

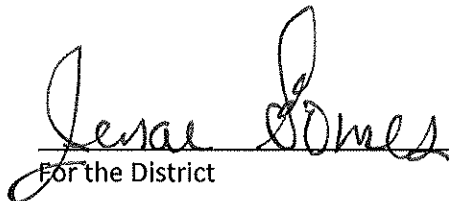
- a. Total seniority as an employee shall be the basis for retention for those categories identified in Subsection A3 above. Within each such category the employee(s) having the greater seniority shall be recommended for retention. In the event of a tie, Washington State FTE experience will be the first tiebreaker. In the event ties remain, the employee(s) having the highest number of credits as recorded in the Human Resources Office on October 1 of the current school year shall have preference. If ties remain, the employee(s) to be retained shall be determined by drawing lots among the employees who tie.
- b. "Seniority" within the meaning of this paragraph shall mean total FTE years of certificated experience in the State and number of years of out of state certificated experience recognized by the District for salary purposes.
- c. For CTE and ESA employees, up to ~~four~~ **two** years of non-certificated experience recognized by the District for salary purposes shall count toward seniority.
- d. When a program is eliminated, staff members will be reassigned based upon their seniority, certification and/or endorsement.

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Signed this date of January 12, 2021



For the Association



For the District