

**Memorandum of Understanding**  
**By and Between**  
**Evergreen Public Schools, No. 114**  
**and the**  
**Evergreen Education Association**

The Evergreen School District (District) and the Evergreen Education Association (Association) agree to offer the following retirement incentives to the bargaining unit from September 1, 2021 – March 15, 2022:

Due to the uncertainty of student enrollment for the 2022-2023 school year and the potential need to reduce the educational program due to student enrollment being low, the District shall offer a retirement incentive for any eligible certificated employee who submits a notice (no later than February 1, 2022 or March 15, 2022) to retire at the end of the 2021-2022 school year.

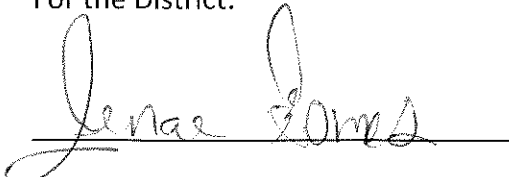
Such notice shall be submitted to Human Resources no later than February 1, 2022 to receive an \$8,000 incentive or no later than March 15, 2022 to receive a \$5,000 incentive. Such notice and eligibility for the retirement incentive shall be approved upon acceptance of the DRS notice of retirement letter and successful return of District equipment and materials.

Recipients shall receive the retirement incentive, paid in August 2022 upon meeting the criteria outlined above.

This MOU is non-precedent setting and shall expire upon conclusion of fulfillment of the terms of the agreement as agreed above.

Dated this 2 day of November, 2021

For the District:



Jenae Gomes  
Chief Operations Officer

For the Association:



William Beville  
EEA President