

**Memorandum of Understanding  
Evergreen Public Schools and Education Association  
Student Support Teachers  
2023-2026**

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Evergreen Public Schools (District) and The Evergreen Education Association (Association) recognize a need for collaboration to fully implement inclusive schools to best meet the needs of all students. Student Support Teachers will be hired to alleviate employee shortages and provide support to students and the classroom.

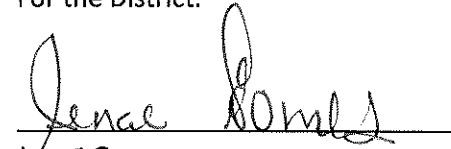
The District and the Association agree to the following:

- In 2023-2024, the District shall hire up to ten (10) certificated employees to serve as Student Support Teachers at multiple locations throughout the school year. The District shall identify the most impacted buildings and determine how to best utilize the additional staffing. Considerations for additional staffing shall consider those buildings with students with high level of need, shortage of paraprofessionals, a large number of risk assessments and behavior plans involving safety, highly impacted learning environment, and high number of unfilled substitute positions. This number of certificated special education staff is not relative to other overload staffing needs guaranteed by the collective bargaining agreement.
- In 2024-2025 and 2025-2026, the District shall hire up to twelve (12) certificated employees to serve as Student Support Teachers at multiple locations throughout the school year. The District shall identify the most impacted buildings and determine how to best utilize the additional staffing. Considerations for additional staffing shall consider those buildings with students with high level of need, shortage of paraprofessionals, a large number of risk assessments and behavior plans involving safety, highly impacted learning environment, and high number of unfilled substitute positions. This number of certificated special education staff is not relative to other overload staffing needs guaranteed by the collective bargaining agreement.

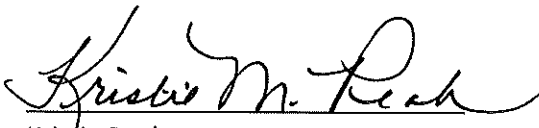
This agreement shall not be construed to grant these positions priority over other certificated staff in the event of a financial condition triggering the provisions of Article XI - Employee Staff Reduction and Recall.

Dated this 12 day of September 2023.

For the District:

  
Jenae Gomes  
Chief Operations Officer

For the Association:

  
Kristie Peak  
EEA President