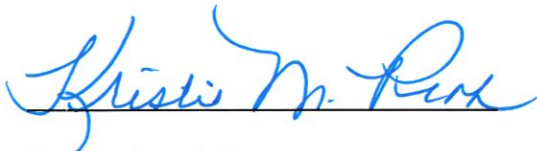


**Memorandum of Understanding
Evergreen Education Association
Evergreen Public Schools**

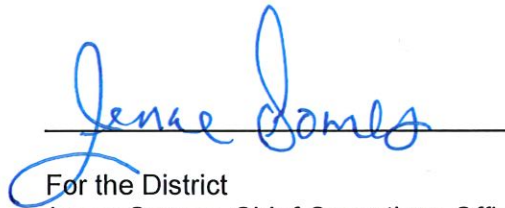
The Evergreen Education Association (EEA) and Evergreen Public Schools (EPS) agree to resolve the Special Education overload matter, with the following remedies:

1. Specifically identified, highly impacted Special Education employees who were overloaded on September 1 and/or October 1, and/or November 1, 2024 shall receive overload payment, respectively, for all days in overload status in their pay warrant.
2. Each Special Education employee who was overloaded shall utilize the Special Education Caseload Allocation Worksheet to determine the number of students they are over in each month.
3. Each Special Education employee shall calculate their caseload to determine a 1.0 FTE.
4. When a Special Education employee is in overage by .1 or more, each .1 shall count as one additional student.
5. Once calculated, each Special Education employee shall receive \$11 per student, per day, over their assigned 2024-2025 annual FTE.
6. The District shall post and hire additional FTE as required in the Collective Bargaining Agreement.
7. Impacted Special Education employees shall receive overload pay until the requisite additional Special Education employees have been hired and have begun their first day of work.
8. Until additional contractually required Special Education employees have been hired, the District shall provide certificated substitute Special Education Staff as available, to provide support to impacted staff, students and buildings.

Signed this date of November 4th, 2024



For the Association
Kristie Peak, President



For the District
Jenae Gomes, Chief Operations Officer