

MEMORANDUM OF UNDERSTANDING

Between

Evergreen School District (ESD)

And

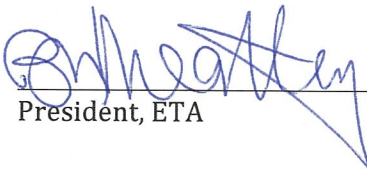
Evergreen Teachers Association (ETA)

The purpose of the Memorandum of Understanding (MOU) is to set forth the mutually agreed upon terms, conditions and compensation for Middle School Teachers who volunteer to cover a class during a preparation period and/or volunteer to supervise another class in addition to their own class.


The District and ETA agree to the following terms:

1. The Principal and teachers at each school site shall collaboratively develop an emergency substitute protocol. This group shall consist of site Administrators and an equal amount of Teachers selected by the ETA site representative.
2. The District may ask teachers, on a voluntary basis, to substitute for other teachers when the following condition has been met:
  - There was no substitute provided by the District.
3. Teachers who cover a class during their preparation period shall be paid the contractual hourly rate.
4. Teachers who are in a co-teaching classroom may voluntarily cover both classes for the day, when no substitute is available, and get paid the amount that a substitute would have been paid for the day.
5. Any Teacher may voluntarily cover another class in addition to their regular class at the contractual hourly rate.

For the Association:

  
\_\_\_\_\_  
President, ETA

For the District:

  
\_\_\_\_\_  
Assistant Superintendent  
Human Resources

Dated: 10/12/19

Dated: 10-17-19