

**MEMORANDUM OF UNDERSTANDING BETWEEN  
EVERGREEN ELEMENTARY SCHOOL DISTRICT AND  
EVERGREEN TEACHERS ASSOCIATION  
EESD AB130 INDEPENDENT STUDY  
FOR THE 2021-2022 SCHOOL YEAR**

November 10, 2021

The parties understand that the Independent Study program is a distinctly different program than any other offered by the District, and as such requires minor modifications to the CBA in order to reflect the program needs. The following modifications to the CBA shall exist only for the term of the school year, 2021-22 and shall not be precedent setting. Unless otherwise modified, all other aspects of the CBA apply to the Independent Study teachers.

I. Transfer and Assignment:

The Independent Study teachers shall have the right to their previous assignments, prior to their placement in IS, unless those assignments are no longer available because of declining enrollment. In such a case, the IS teacher shall have the first right to select from the available openings for the 2022-23 school year.

II. Evaluation:

The parties agree that the IS teachers shall not be evaluated for the 2021-22 school year.

III. Substitute coverage:

Should one IS teacher be required to cover another IS teacher's assignment because of absence, the district shall pay a daily stipend of \$50.

IV. Collaboration:

The parties agree that issues that arise within the Independent Study program shall be mutually problem-solved by the Director of Educational Services, the principal on special assignment and the IS teachers. Such topics will include the option to work remotely and the option to modify the daily schedule in order to provide greater direct service to students and families. The district shall not be capricious or arbitrary in its approach or willingness to problem-solve.

This MOU shall be effective upon signature by both parties. This MOU will expire in full without precedent on June 30, 2022.

Signed by:

DocuSigned by:  
*Suzanne Lima*  
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Suzanne Lima, President of ETA

11/10/2021  
Date: \_\_\_\_\_

DocuSigned by:  
*Dr. Emy Flores*  
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Dr. Emy Flores, Superintendent

11/10/2021  
Date: \_\_\_\_\_

DocuSigned by:  
*Cesar Torrico*  
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Cesar Torrico , Assistant Superintendent of HR

11/11/2021  
Date: \_\_\_\_\_