

**MEMORANDUM OF UNDERSTANDING**  
**between**  
**EVERGREEN ELEMENTARY SCHOOL DISTRICT**  
**and**  
**EVERGREEN TEACHERS ASSOCIATION**

**Early Tell Retirement Incentive**

**February 6, 2023**

This Memorandum of Understanding (MOU) is entered into on February 6, 2023, by the representatives of the Evergreen Elementary School District (District) and the Evergreen Teachers Association (ETA), collectively the "Parties." This Agreement shall be effective only for the 2022-2023 school year and shall expire on June 30, 2023, and become null and void.

**During the 2022-2023, an Early Notice of Retirement Bonus will be offered by the District on the following terms and conditions:**

A permanent certificated unit member who submits written notice of retirement to the District by end of business on February 28, 2023, shall receive a bonus of \$2,000 for providing the District with the early notification. Members must be 55 or older and have been an employee for 8 consecutive years with the Evergreen School District. This bonus will be paid to the unit member no later than July 31, 2023, provided that the employee actually retires from the District no later than June 30, 2023.

For District:

Miranda Witz 2-6-23  
Date

For ETA:

Suzanne Linn 2/6/23  
Date

Ann Gil 2/6/23  
Date

Melody Fratto 2/6/23  
Date

MEMORANDUM OF UNDERSTANDING  
between  
EVERGREEN ELEMENTARY SCHOOL DISTRICT  
and  
EVERGREEN TEACHERS ASSOCIATION

**2021-2022 School Year Teacher Transfer Questionnaire Date Extension**

**February 6, 2023**

A. By their signatures below, the Parties (Evergreen Teachers Association and Evergreen School District) agree to change, **for the year 2022-2023 only**, the contractual dates for notification of openings and submission of Teacher Transfer request forms as referenced in Section 10.1.1. Deadlines and due dates shall be changed as follows for 2022-2023:

**10.1 Teacher-Initiated Transfers**

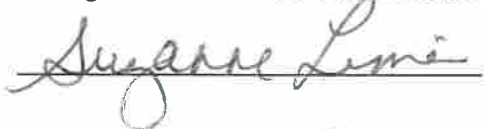
10.1.1 Teachers may initiate transfer requests at any time on the "Teacher Transfer Questionnaire" submitted to their supervisor or directly to the Human Resources Department. The teacher should, but need not, discuss his/her interest in a transfer with his/her supervisor. Transfer requests for the subsequent year must be submitted by ~~February 15~~ **March 17, 2023**. The District will make every effort to distribute teacher request forms ("Teacher Transfer Questionnaire") approximately at least two (2) weeks prior to ~~February 15~~ **March 17, 2023**.

An active list of persons requesting transfers will be maintained by the Superintendent or designee.

10.1.2 In the event a principal assignment is made following the ~~February 15~~ **March 17, 2023** deadline for teacher transfers, the teachers at the school affected shall be given a two (2) week period after the assignment in which to initiate a transfer.

B. For the year 2022-2023 onward, the contractual dates in Article 10 of the Agreement shall revert to the February 15 dates referenced in current contract language.

Evergreen Teachers' Association



Date: 2/6/23

Evergreen School District



Date: 2/6/23