

NEGOTIATIONS
2017-2018, 2018-2019, 2019-2020

Tentative Agreement

Between

Evergreen Elementary School District

&

Evergreen Teachers Association

September 18, 2018

This tentative agreement fully and finally settles all outstanding terms subject to bargaining for 2017-2018, 2018-2019, and 2019-2020 (July 1, 2017 through June 30, 2020). Accordingly, the contract is closed to negotiation between the parties until 2020-2021.

The terms of the tentative agreement are as follows:

Article XV Wages, Health and Welfare

- School Year 2017-2018: the District shall increase the 2016-2017 salary schedule by .5% effective 7/1/2017. Unit members employed as of the date of ratification of this Agreement or approval by the Board, whichever is later, are eligible for this increase.
- School Year 2018-2019: the District shall increase the 2017-2018 salary schedule by 1.5% effective 7/1/2018.
- School Year 2019-2020: the District shall increase the 2018-2019 salary schedule by 2.5% effective 2/1/2020.
- The parties also incorporate the MOUs dated April 27, 2018 and May 16, 2018 related to employee contribution and movement to SISC.
- Evergreen Teacher Association Health and Welfare Trust. Effective January 1, 2019, the District's contribution will be reduced to \$100.00 per member per month.

Article IX Class Size

- If Measure EE passes then class size will remain status quo (unchanged). If Measure EE fails, then for 2019-2020 and thereafter, the District will staff grades 1 through 3 at no more than 27 to 1, and TK through K at no more than 25 to 1, inclusive of mainstreamed students. The parties acknowledge this agreement is a collectively bargained alternative ratio to making progress on class size reduction of 24 to 1.

Article VII Hours of Employment

- If Measure EE passes then hours of employment will remain status quo (unchanged). If Measure EE fails, then for 2019-2020, ^{and thereafter} the District will meet with ETA leadership to provide a total of five additional Thursdays (District or site) for teacher planning for grades TK through 3.

For the District

For the Association

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