

**MEMORANDUM OF UNDERSTANDING BETWEEN  
EVERGREEN SCHOOL DISTRICT  
AND  
EVERGREEN TEACHERS ASSOCIATION**

Representatives from Evergreen School District and Evergreen Teachers Association met on May 21, 2019 to negotiate the effects relating to the voluntary participation in the Independent Study Board Policy (BP 6158).

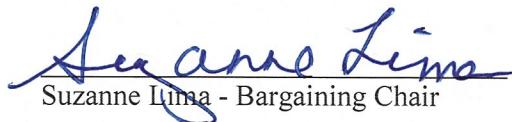
Elementary teachers who participate in Independent Study programs shall receive the following:

1. One hour of overtime for the initial Independent Study meeting.
2. One hour of overtime for planning and progress monitoring per five (5) days of Independent Study length. For programs lasting 6 or 7 days, compensation would round to 5. For programs lasting 8 or 9 days, compensation would round to 10; and so forth rounding to the nearest five.
3. One hour of overtime at the conclusion of the Independent Study for assessing and log completion.

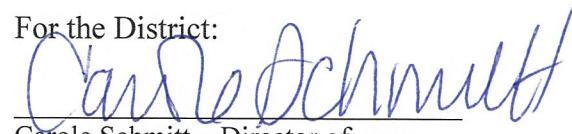
Middle school teachers who participate in Independent Study programs shall receive the following:

1. a \$25 stipend per five (5) days of Independent Study. For programs lasting 6 or 7 days, compensation would round to 5. For programs lasting 8 or 9 days, compensation would round to 10; and so forth rounding to the nearest five.

For the Association:

  
Suzanne Lima - Bargaining Chair

For the District:

  
Carole Schmitt – Director of  
Human Resources