

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

**School Enrichment Activities**

The district *School Enrichment Activities* (SEA) committee\* was formed in response to a desire on the part of the teachers and the district to more clearly define the role teachers play in extra curricular activities. The committee expressed a desire to create a partnership between the district and sites to support collaborative decision-making processes at each site to promote positive school climates. Teacher-led activities that take place outside of the classroom are considered to be voluntary; therefore teachers have the right to volunteer or not volunteer without feeling pressure from principal or colleagues. The committee desires to recognize the importance of teacher participation in enrichment activities and to provide an equitable level of support to schools district-wide.

**Therefore each school year:**

- The district will allocate resources to school sites to support teacher contributions to enrichment activities.
- Principal-Teacher collaboration is essential in determining school enrichment activities and each site will form a *School Enrichment Activities Team* (SEAT).
- Sites have unique cultures and different traditions and therefore require a certain degree of autonomy in allocating their resources.
- These activities include, but are not limited to Science Fair, Yearbook, Speech, Student Council, Project Cornerstone, Talent Show, Tech Support, Peace Patrol, Clubs, and Special Events. Each site will be allocated the equivalent of 125 hours of teacher compensation at the contractual over time rate. Each SEAT (principal plus teacher leaders) will meet to identify those enrichment activities they desire to implement. The SEAT will also determine the number of hours each activity will consume.

Possible Examples... (*Note...middle school and elementary school practices will vary*)

**Elementary School 1**

**Elementary School 2**

<b>Activity</b>	<b>Hours</b>	<b>Activity</b>	<b>Hours</b>
Project Cornerstone	35	Project Cornerstone	25
Science Fair	20	Science Fair	15
Student Council	30	Student Council	10
Yearbook	10	Yearbook	20
Talent Show	20	Multicultural Fair	20
Speech Contest	10	Drama Production	15
		Tech Support	20
<b>Total</b>	<b>125</b>		<b>125</b>

**\*Middle School**

<b>Activity</b>	<b>Hours</b>
Science Fair Coordinator	20
Honor's/Award Coordinator	10
Athletic Coordinator	10
Graduation Coordinator	10
PE Coordinator	10
Field/Olympic Day Coordinator	10
VAPA events (Day of the Dead, Lunar New Year, etc)	22
Dances	30
<b>Total</b>	<b>125</b>

*\*Note Practices vary by site. At some schools administrators handle the above events.*

For the Association:

For the District

Suzanne Lima 4/17/19  
Suzanne Lima, ETA Bargaining Chair

Carole Schmitt 4-17-19  
Carole Schmitt, Director of Human Resources