

**Memorandum of Understanding
Between
The Evergreen School District and The Evergreen Teachers Association
November 16, 2015**

The District and ETA agree to resolve the grievance filed on June 9, 2015 on behalf of school psychologists as follows:

- 1) Evergreen School District psychologists who have been employed with the District as of July 1, 2015, or after and who have certification through the *National Association of School Psychologists* shall receive a \$500 annual stipend.
- 2) The Psychologists' Salary Schedule shall be amended to reflect the above change.
- 3) The Certificated Salary Schedule shall be amended to state that a \$500 stipend is for *National Board Certification for Professional Teaching Standards* rather than National Board Certification.
- 4) The Evergreen Teachers Association agrees to withdraw the pending grievance filed on June 9, 2015 with prejudice.



Katherine Gomez, Superintendent
Evergreen School District
November 16, 2015



Brian Wheatley, President
Evergreen Teachers Association
November 16, 2015

EVERGREEN SCHOOL DISTRICT

Psychologist Salary Schedule

2015 – 2016

<u>Step</u>	<u>Salary</u>
1	61,616
2	65,009
3	68,587
4	72,356
5	76,337
6	80,535
7	84,964
8	89,635
9	94,565
10	99,765

TEACHERS WHO DO NOT HAVE A CLEAR CALIFORNIA CREDENTIAL RECEIVE .975

Career Increments

1)	12 years of service	\$600
2)	16 years of service	\$600
3)	20 years of service	\$800
4)	24 years of service	\$2000

Stipends

Masters Degree	\$1000 annually
Doctorate	\$1000 annually
National Association of School Psychologists Certification	\$500 annually

District Paid Benefits Annually

Blue Shield of CA	\$16,678.00	Workers Compensation	1.75% of salary
Kaiser	\$15,719.00	Mandated Medicare	1.45% of salary
Delta Dental	\$1,921.00	Unemployment Insurance	0.05 % of salary
Met Life Dental	\$1,092.00	STRS	10.73% of salary
Teachers Trust	\$1,542.00		

Employee Contribution to Benefits per Month

\$84.90 (10 monthly deductions per year)

SALARY & BENEFITS ARE PRORATED FOR PART-TIME OR PARTIAL YEAR EMPLOYMENT

EVERGREEN SCHOOL DISTRICT

2015-16 ANNUAL CERTIFICATED SALARY

Class	I	II	III	IV	V	VI
YEARS OF EXPERIENCE	BA + Credential	BA + 15 Sem. Units & Cred.	BA + 30 Sem. Units & Cred.	MA + Cred. or BA + 45 SEM. Units	MA+15+Cred or BA+60 Sem. Units	
1	* 52,537	53,884	53,884	53,884	53,884	53,884
2		53,884	53,884	53,884	53,884	53,884
3		53,884	53,884	53,884	55,665	58,442
4		53,884	53,884	55,928	58,723	61,658
5		53,884	56,193	59,003	61,953	65,051
6		56,459	59,284	62,249	65,359	68,624
7		59,566	62,544	65,670	68,951	72,401
8		62,845	65,986	69,285	72,744	76,384
9			69,616	73,093	76,744	80,585
10				77,113	80,970	85,013
11				81,354	85,424	89,689
12					90,123	94,623

*TEACHERS WHO DO NOT HAVE A CLEAR OR PRELIMINARY CALIFORNIA CREDENTIAL RECEIVE.975

DISTRICT PAID BENEFITS: ANNUAL

1) 12 years of service - \$600	Blue Shield of CA	\$16,678.00				
2) 16 years of service - \$600	Kaiser	\$15,719.00	Workers Compensation	1.75% of salary		
3) 20 years of service - \$800	Delta Dental	\$1,921.00	Mandated Medicare	1.45% of salary		
4) 24 years of service - \$2000	MetLife	\$1,092.00	Unemployment Insurance	0.05% of salary		
	Trust	\$1,542.00	STRS	10.73% of salary		

Stipends

Masters Degree	\$1,000.
Doctorate	\$1,000
National Board Certification for Professional Teaching Standards	\$500
Certificate of Competence for Speech and Language Therapist	\$500

EMPLOYEE CONTRIBUTION OF BENEFITS PER MONTH

\$84.90 (10 monthly deductions per year)

SALARY & BENEFITS ARE PRORATED FOR PART-TIME

FOR PARTIAL YEAR EMPLOYMENT