



## Special Meeting of the Board of Trustees

The Evergreen State College  
2700 Evergreen Parkway NW  
Board Room - Evans Hall L3201  
Olympia, WA 98505  
Monday, July 31, 2023  
11:00am – 12:00pm

**Hybrid** meeting – remote option via Zoom

Public link: <https://evergreen.zoom.us/j/81833631035>

Dial-in option: +1 253 215 8782 US

Webinar ID: 818 3363 1035

*“Ever Evolving Since 1971”*

### AGENDA

- 11:00 a.m.
1. Call to order, determination of quorum
  2. Chair’s opening remarks
  3. Open Public Meetings Act combined exempt and executive session\*
  4. Proposed action item from the combined exempt and executive session:
    - a. motion on the negotiated 2023-2025 collective bargaining agreement between the United Faculty of Evergreen (UFE) and The Evergreen State College
    - b. motion to direct the Board Chair to develop a written evaluation of the President in consultation with the executive committee, before the next Regular Meeting of the Board in September
  5. Public comment\*\*
- 12:00 p.m.
6. Adjourn

\* The Board will meet in a combined exempt and executive session to discuss bargaining (RCW 42.30.140(4)); discuss with legal counsel representing the agency litigation or potential litigation to which the agency, the governing body, or a member acting in an official capacity is, or is likely to become, a party (RCW 42.30.110(1)(i)); and/or any other legally authorized grounds for executive session enumerated in RCW 42.30.110(1).

\*\* The Board of Trustees welcomes public comment. It can be submitted in writing or made orally during the meeting. Written comment will be distributed to the Trustees per the [Board of Trustee’s Public Comment Policy](#). Please submit written comment, or sign up to make oral public comment, no later than 11:00 a.m. Monday, July 31, 2023, by signing in at the meeting location or by emailing [trustees@evergreen.edu](mailto:trustees@evergreen.edu).

For more information or accommodations, please email [trustees@evergreen.edu](mailto:trustees@evergreen.edu).



## EXECUTIVE SUMMARY

**To:** The Evergreen State College Board of Trustees

**From:** John Carmichael, President

**Date:** July 27, 2023

**Subject:** Approval of the United Faculty of Evergreen Collective Bargaining Agreement

**1) Administrative Recommendation**

A motion to approve the negotiated 2023-2025 collective bargaining agreement between the United Faculty of Evergreen (UFE) and The Evergreen State College.

**2) Explanation**

- a) Present policy comparison: On March 24, 2023, the Board appointed a negotiating team for collective bargaining with the UFE. Interim Provost David McAvity served as Lead Negotiator, and we used the services of Rod Younker, Summit Law Group. The negotiating team has reached a tentative agreement with the UFE, and the union ratified the agreement on June 17, 2023.

The Board of Trustees has previously received a full briefing on substantive changes to the contract.

- b) Proposed by: David McAvity, Interim Provost and Vice President for Academics
- c) Background: The Public Employment Relations Commission certified the United Faculty of Evergreen as the collective bargaining representatives of Evergreen's faculty. The current agreement expires on August 31, 2023.
- d) Alternate view: None provided.

**3) Scheduling**

The agreement would go into effect on September 1, 2023.

**4) Fiscal Impact**

The negotiated agreement provides across the board compensation increases in line with general wage increases provided by the state legislature during the 2023-25 biennium. In addition, the agreement revises provisions of faculty membership and reduction in force, so that

the college can better organize itself and adjust faculty staffing in response to student enrollment.

**5) Legal Process**

The college negotiates with the United Faculty of Evergreen under the terms of RCW 41.76. Board of Trustees Resolution 2019-12 reserves the Board the authority to appoint the management negotiating team for collective bargaining, set management objectives for negotiation, and approve final negotiated agreements.

**6) Staff Review**

AB Andrew Beattie, Executive Associate to the President and Secretary to the Board of Trustees

DM David McAvity, Interim Provost and Vice President for Academic Affairs