

## **MEMORANDUM OF UNDERSTANDING**

The purpose of this Memorandum of Understanding between the United Faculty of Evergreen (“UFE”), and The Evergreen State College (“Evergreen”) is to memorialize agreements reached between the parties to address budget shortfalls at Evergreen anticipated for the 2020-2021 academic year.

### **Recitals**

Evergreen approached UFE during the term of the parties’ Collective Bargaining Agreement by and between The Evergreen State College and the United Faculty of Evergreen (June 15, 2018 – August 31, 2021) (the “Agreement”) to address looming budget shortfalls caused by low enrollments and projected State budget cuts due to the COVID-19 pandemic. The parties agreed that the mechanisms in the Agreement for addressing budget cuts are not well-suited to the Evergreen’s current needs, and they have therefore bargained a series of measures to use in place of the rotating furloughs or layoffs described in the Agreement. The parties adopt this Memorandum to memorialize their agreements.

### **Agreement**

Therefore, the parties agree as follows:

1. The parties will suspend the 3% increase to the Salary Grid planned for September 1, 2020, as described in paragraph 2 of the parties’ Memorandum of Understanding dated May 22, 2019. The parties will meet during Fall or Winter Quarter 2020 to review Evergreen’s overall budget circumstances and negotiate over whether there will be increases to the Salary Grid and if so, in what amount. Faculty will continue to accumulate experience years and move through the salary grid as outlined in article 12 of the CBA.
2. Compensation during the 2020-21 academic year will be reduced by ten percent (10%) on the 2019-20 salary grid for all full-time regular faculty, including the following: Library Faculty, Graduate Directors, Administrative Faculty on 12-month contracts, CAT Leaders, Faculty Fellows, Faculty Advisors, and Academic Deans; and full-time adjunct faculty. Following expiration of this MOU, compensation will return to 100% on the 2019-20 salary grid. Workload will be reduced in parallel with this salary reduction as follows:
  - a. Undergraduate full-time faculty:
    - Will be furloughed for three (3) days from September 14-16. Faculty should not perform college-related work during a furlough day.
    - Will reduce their teaching load in either winter or spring quarter from sixteen (16) credits to twelve (12) credits (reducing their annual load from forty-eight (48) credits to forty-four (44) credits). Following consultation with faculty members and CAT leaders, curriculum deans will approve or assign revised teaching plans.

b. Graduate full-time Faculty:

- Will be furloughed for three (3) days from September 14-16. Faculty should not perform college-related work during a furlough day.
- Will reduce their governance or teaching load by one-quarter (1/4th) in fall, winter, or spring quarter, or by one-eighth (1/8th) in two of the three quarters. The mechanism for this reduction will be determined by each graduate program, with consultation between the graduate program director and program faculty, and subject to approval by the curriculum deans.

c. Full-time Library Faculty, Administrative Faculty on 12-month contracts, and Graduate Directors will take a total of twenty (20) furlough days, distributed over the academic year. Furlough days will be scheduled in consultation with the deans and provost.

d. CAT Leaders, Faculty Fellows, and Faculty Advisors will teach their planned offerings through the academic year and take the equivalent of twenty (20) furlough days from their administrative assignments. Faculty will coordinate with colleagues and the deans in the scheduling of their furlough days.

3. The following faculty categories will not be furloughed, and will be compensated on the 2019-20 salary grid, prorated by the terms of their contract: Regular faculty on half-time contracts, Administrative faculty on 11-month contracts, regular faculty scheduled for one or more quarters of leave without pay, and adjunct faculty not on full-time contracts.

4. Budgets for senior administrator salaries will be reduced by at least 10%.

5. Evergreen will honor the verbal offers it has made to adjunct faculty for the 2020-21 academic year and will issue written contracts before instruction begins in fall 2020.

6. During a faculty member's furlough quarter, if actual student enrollment does not meet targeted enrollment (CBA 7.4.2.), the curriculum deans shall not require faculty to offer extra credit-bearing courses, programs, or lecture series to exceed 12 credits of instruction at a targeted student to faculty ratio of 25:1.

7. All post-retirement contracts will be postponed for the 2020-2021 academic year. Post-retirement faculty who were scheduled to teach in 20-21 will have their post-retirement contract extended by one year.

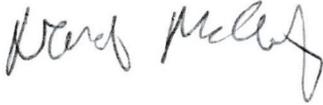
8. Evergreen will not declare a financial exigency or financial emergency under the provisions of Article 23 during the 2020-2021 academic year. Evergreen will not lay off faculty during the 2020-2021 academic year.

This Memorandum is not precedent-setting and will take effect upon ratification by both parties, and will expire on August 31, 2021, unless extended by the parties.

Signed and Dated this 15th day of September, 2020.

The Evergreen State College

United Faculty of Evergreen



By: David McAvity \_\_\_\_\_  
Its: Interim Provost and Vice-President for  
Student and Academic Life

By \_\_\_\_\_ Shawn Hazboun \_\_\_\_\_  
Its \_\_\_\_\_ Chair \_\_\_\_\_