

To: All Faculty

From: Evergreen and UFE

Date: May 5, 2021

Re: Summer Session Compensation for Academic Programs with Required Summer Components

The Evergreen State College ("Evergreen") and United Faculty of Evergreen ("UFE") reaffirm the value of summer session work.

Evergreen has regularly offered some summer curriculum which constitutes one quarter of a multi-quarter offering, and thus is required for student progress (e.g. "Practice of Organic Farming"). In these cases, we have agreed to recognize faculty workload by adjusting start and end dates for individual faculty contracts and compensating faculty during the summer according to the academic year salary grid (CBA 12), rather than the summer salary schedule (CBA 29.2).

Evergreen has developed new curriculum for the Master in Teaching (MiT) program such that some students enter that program during summer quarter as part of their regular course of study. We recognize that the summer quarter of the Master in Teaching program is part of a multi-quarter offering which is required for student progress.

In summer 2021, Evergreen and UFE agree to compensate faculty teaching in MiT according to the academic year salary scale (CBA 12), rather than the summer salary schedule (CBA 29.2). The quarter will generally be treated as occurring outside the academic year: faculty will not accrue sabbatical nor accrue experience years for their teaching, teaching partners accrued during this quarter will not be counted toward contract conversion or teaching partner obligations, and the quarter will not be counted as one of the quarters required for contract conversion.

Both parties agree to revisit the question of summer compensation for the MiT program by April 15, 2022.

May 5, 2021



---

Trevor Speller, Interim Vice-Provost (Date)

The Evergreen State College



---

Jon Davies, Bargaining Chair (Date)

United Faculty of Evergreen

Total Available

How Available

Date: May 2, 1951

As a result of the investigation...

The investigation...

It is noted that...

On the basis of...

It is recommended...

It is suggested...

It is noted that...

It is suggested...

It is noted that...

*[Handwritten signature]*

For Director (Date)

United States Education

For Director (Date)

The Overseas State College